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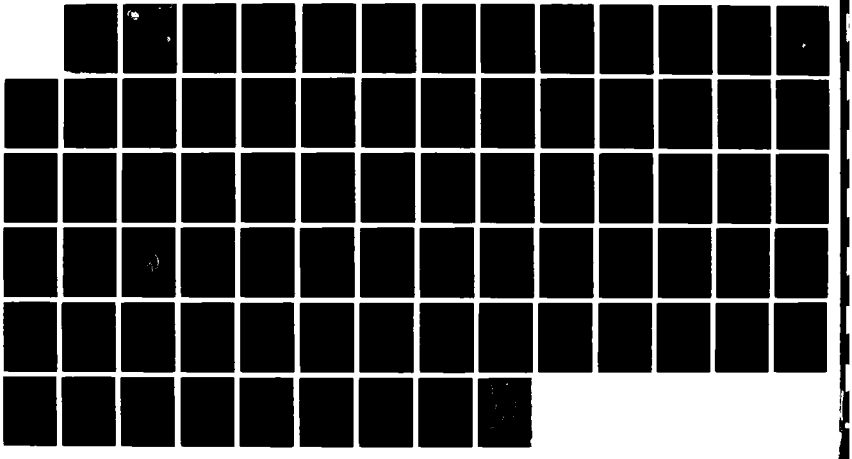

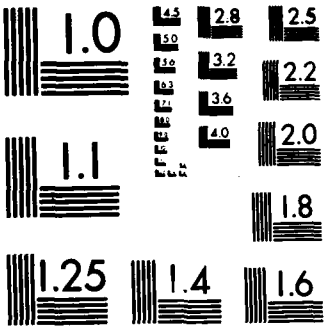

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

AIRBORNE COMMUNICATIONS SYSTEMS OPERATOR

AFSC 116X0

AFPT 90-116-795

JANUARY 1988

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-5000

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PREFACE

This report presents the results of an Air Force occupational survey of the Airborne Communications Systems Operator (AFSC 116X0) career ladder. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products used in this report are available for use by operations and training officials.

Mr Bob Salinas developed the survey instrument, Mr Wayne Fruge provided computer programming support, and Mr Richard G. Ramos provided administrative support. Lieutenant Ron W. Schrupp analyzed the data and wrote the final report. This report has been reviewed and approved for release by Lieutenant Colonel Thomas E. Ulrich, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies may be requested from the Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

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SUMMARY OF RESULTS

1. Survey Coverage: The Airborne Communications Systems Operator career ladder (AFSC 116X0) was surveyed to obtain current data for use in training management decisions. The 529 respondents of the survey account for 72 percent of all assigned AFSC 116X0 personnel, with all major using commands well represented in the survey sample.

2. Career Ladder Structure: Three clusters (including eight jobs) and four independent job types were identified in the career ladder structure analysis. One cluster involved voice and data operations, a second dealt with command and control functions, and the third involved air rescue and recovery operations. Two of the independent job types were oriented toward providing airlift transportation to VIPs, another involved tactical deployment operations, and the fourth independent job dealt with technical training instruction.

3. Career Ladder Progression: The AFSC 116X0 career ladder shows an atypical career progression pattern. Performance of the technical aspects of the career ladder is evident throughout all skill-level groups. At the 3- and 5-skill levels, the jobs performed are highly technical, with only minor amounts of managerial responsibilities. Seven-skill level members continue to perform primarily technical functions, while beginning to perform some supervisory tasks. At the Superintendent and CEM Code levels, members also continue to perform a high percentage of technical tasks, while showing increasing amounts of percent time spent on managerial duties.

4. AFR 39-1 Specialty Descriptions: A comparison of survey data to AFR 39-1 indicates the AFR 39-1 Specialty Descriptions provide accurate depictions of the respective jobs, although a few discrepancies were noted.

5. Job Satisfaction: The survey respondents were satisfied overall with their jobs. The job interest and perceived utilization of talents and training indicators all received high numbers of positive responses. A comparative analysis with the previous AFSC 116X0 survey done in 1981 shows career ladder personnel today are generally more satisfied with their jobs.

6. Training Analysis: Review of a match of survey data to the AFSC 116X0 Specialty Training Standard (STS) identified several STS items that require review. A similar match of data to the Plan of Instruction (POI) J3ABR11630-001, revealed some POI objectives also not supported by survey data. Tasks not matched to both the STS and POI indicate additional areas that may deserve inclusion in any future revisions of these documents.

7. Implications: The AFSC 116X0 career ladder has undergone some changes that require revision of the current training documents and specialty descriptions. Career ladder personnel perform primarily technical tasks in all specialty groups and skill level groups, and job interest is extremely positive among most incumbents.

OCCUPATIONAL SURVEY REPORT
AIRBORNE COMMUNICATIONS SYSTEMS OPERATOR CAREER LADDER
(AFSC 116X0)

INTRODUCTION

This is a report of an occupational survey of the Airborne Communication Systems Operator career ladder completed by the USAF Occupational Measurement Center in December 1987. The career ladder was previously surveyed in 1981. Master Sergeant Olszewski, former Training Manager at Keesler TTC for the AFSC 116X0 career ladder, requested the survey to collect current data for use in reviewing the Specialty Training Standard and course training documents.

Background

In October 1982, the Airborne Communications Systems Operator career field was formed as a direct conversion of AFSC 294X0. The AFSC 294X0 specialty was a lateral AFSC, and no formal training was required for those personnel entering the career ladder. After the conversion to AFSC 116X0, the career ladder became a direct entry specialty. All entry-level personnel are now required to complete an 8-week basic residence course (J3ABR11630-001) at Keesler AFB. A score of 43 on the ASVAB test in the general category is required for entry into the career ladder.

As outlined in the AFR 39-1 Specialty Descriptions, AFSC 116X0 personnel operate, inspect, and evaluate airborne communications systems; perform aircrew duties and staff functions; establish and conduct OJT programs; and supervise airborne communications systems operations personnel.

SURVEY METHODOLOGY

Data for this survey were collected using USAF Job Inventory AFPT 90-116-795. The Inventory Developer reviewed pertinent career ladder documents, the previous inventory and OSR, and prepared a tentative task list. This task list was then validated through personal interviews with 50 subject-matter experts in operational units at the following 11 bases:

BASE	MAJCOM	REASON FOR VISIT
Keesler AFB	ATC	Technical Training School and EC-130 Capsule platform functions
McClellan AFB	AFLC	Location of Rescue and Special Operations Unit
Kirtland AFB	MAC	HC-130 Rescue Operations and related Tech School
Tinker AFB	AFLC	Location of E-3A AWACS and EC-135A platforms involved in tactical deployment
Offutt AFB	SAC	E-4B and EC-135 platform functions
Grissom AFB	SAC	EC-135 Radio Relay functions
Langley AFB	TAC	Atlantic Command Post functions
Andrews AFB	MAC	Special Air Mission and VIP support functions
Eglin AFB	AFSC	EC-130 and Aerospace Rescue and Recovery platforms
Hurlburt Field	AFSC	Special Operations Squadron functions involving EC-130 platform and Ground Radio Equipment
Hickam AFB	PACAF	Pacific Command Post functions involving VC-135B and EC-136 platforms

The resulting inventory listed 902 tasks grouped into 16 duty headings. There were also a number of background questions asking about duty position, functional area assigned to, duty AFSC, time in service, time in career ladder, International Morse Code requirements, aircraft assigned to, communication equipment used, and avionic equipment operated on the job.

Survey Administration

From November 1986 through March 1987, Consolidated Base Personnel Offices in operational units worldwide administered the inventory booklets to personnel holding Airborne Communications Systems DAFSC (116X0). Participants were selected from a computer-generated mailing list provided by the Air Force Human Resources Laboratory. Only those personnel eligible to take the survey (personnel who had been working in their present job for at least 6 weeks) were selected and mailed inventory booklets.

All individuals who filled out an inventory booklet first completed an identification and background information section. Next, they went through the booklet and checked each task performed in their current job. After checking all tasks perfo..ned, the respondents rated each of these tasks on a 9-point scale reflecting relative time spent on each task compared to all other tasks. Ratings ranged from 1 (indicating a very small amount of time spent) to 9 (indicating a very large amount of time spent). To determine relative time spent for each task checked by a respondent, the sum of a respondent's ratings was assumed to account for 100 percent of his or her time spent on the job. These ratings were added together and then divided by the total number of responses and this quotient was multiplied by 100. This procedure provided a basis for comparing tasks not only in terms of percent members performing, but also in terms of relative percent time spent on tasks and groups of tasks.

Survey Sample

Participants in the survey were carefully selected to ensure there was a proportional representation across MAJCOMs. Table 1 shows the percentage distribution, by MAJCOM, of assigned personnel in the career ladder as of November 1986. Also shown in this table is the percentage distribution, by MAJCOM, in the final survey sample. As Table 1 indicates, survey representation by MAJCOM was excellent. The 529 respondents included in the final survey sample represent 72 percent of the 733 DAFSC 116X0 personnel assigned.

Task Factor Administration

Once the survey data were processed and input into a Sperry 1100 computer, Comprehensive Occupational Data Analysis Programs (CODAP) were used to analyze the data and create job descriptions for various groupings of respondents. But job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task difficulty and training emphasis information are also needed for a complete analysis of the career ladder. To obtain these needed task factor data, selected senior AFSC 116X0 personnel (generally E-6 and E-7 supervisors) were asked to complete either a training emphasis (TE) or task difficulty (TD) booklet. These booklets were processed separately from the job inventories and the compiled TE and TD data used in analyses discussed later in this report.

Training Emphasis (TE). Training emphasis is the amount of structured training that first-term AFSC 116X0 personnel need to successfully perform tasks. Structured training can be training provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), or in-house formal OJT. TE data were collected from 43 experienced AFSC 116X0 supervisors. These raters were asked to rate inventory tasks on a 10-point scale ranging from no training required (0) to extremely high TE (9). If the raters were to agree perfectly on which tasks were important for first-enlistment training, the interrater reliability (as assessed through components of variance of standard group means) for these raters would be 1.0. The interrater reliability for these raters was .94, indicating very good

TABLE 1

COMMAND REPRESENTATION OF AFSC 116X0 SURVEY SAMPLE

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
TAC	33	35
AFCC	32	33
MAC	17	16
PACAF	7	7
USAFE	6	5
ATC	1	2
OTHER	4	2

Total Assigned*	733
Total Number Eligible	671
Total in Sample	529
Percent of Assigned	72%
Percent of Eligible	79%

* As of Jan 87

agreement on the tasks requiring some form of structured training for first-term personnel. The average TE rating was 1.5, and the standard deviation was 1.39. Thus, tasks receiving ratings of 2.89 or higher are considered to have relatively high TE.

When TE ratings are used with other information, such as percent members performing and TD, they can provide insight into training requirements and help validate the need for structured training for the career ladder.

Task Difficulty (TD). Task difficulty is defined as the length of time the average airman takes to learn how to perform a task. This survey had 32 experienced supervisors rate the difficulty of the tasks in the inventory on a 9-point scale ranging from 1 (extremely low difficulty) to 9 (extremely high difficulty). Ratings were adjusted so tasks of average difficulty would have a value of 5.0 and a standard deviation of 1.0. As with TE ratings, an inter-rater reliability of 1.0 would indicate perfect agreement. Interrater reliability (as assessed through components of variance of standard group means) for the AFSC 116X0 TD raters was .91, indicating good agreement among raters on the relative degree of difficulty for each task in the inventory. Tasks with ratings of 6.00 and higher are considered difficult for first-term airmen to learn how to perform, requiring more time for instruction.

SPECIALTY JOBS
(Career Ladder Structure)

The structure of jobs within the Airborne Communications Systems Operator career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of the background or specialty factors.

For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. This program compares the job description for each individual in the sample to every other job description in terms of the tasks performed and the relative amount of time spent doing those tasks. The automated system is designed to find the two most similar job descriptions and merge them into a group. All other job descriptions are compared to this group and those that are similar will also merge. In successive stages, new members are added to merge with groups already formed or to create new groups, until all the job descriptions are merged. The result is a pattern of jobs making up the AFSC 116X0 career ladder. This pattern is graphically represented by the CODAP-generated diagram.

The basic identifying group found on the diagram is the job type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing them. When different job types have a substantial degree of similarity between them, they are grouped together and labeled as clusters. In many career ladders, there are specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled independent job types (IJT).

Structure Overview

Based on the similarity of tasks performed and the amount of time spent performing each task, three clusters and four independent job types were identified in the examination of the Airborne Communications Systems Operator career ladder. These major jobs, listed below, are illustrated in Figure 1 and descriptions for each are given on the following pages. The stage (STG) numbers printed beside each job title are the same numerical identifiers located on the CODAP diagram. These identifiers are used during analysis of the groups to find specific information for each group. The letter N within parentheses refers to the number of personnel in the group:

I. SPECIAL AIR MISSION PERSONNEL IJT (STG102, N=24)

II. VIP SUPPORT PERSONNEL IJT (STG057, N=11)

III. AEROSPACE RESCUE AND RECOVERY SERVICE (ARRS) PERSONNEL CLUSTER (STG087, N=40)

- A. ARRS Airborne Voice Flight Examiners (STG147, N=16)
- B. ARRS Airborne Voice Operators (STG094, N=24)

IV. COMMAND AND CONTROL PERSONNEL CLUSTER (STG046, N=137)

- A. Airborne Warning and Control System (AWACS) Personnel (STG051, N=94)
- B. Airborne Battlefield Command and Control Center (ABCCC) Personnel (STG079, N=43)

V. TACTICAL DEPLOYMENT CONTROL PERSONNEL IJT (STG099, N=10)

VI. TECHNICAL TRAINING CENTER PERSONNEL IJT (STG139, N=5)

VII. WORLDWIDE AIRBORNE COMMAND POST (WWABNCP) VOICE AND DATA OPERATORS CLUSTER (STG031, N=256)

- A. Voice Operator Personnel (STG045, N=118)
- B. Data Operator Personnel (STG077, N=86)
- C. WWABNCP Voice and Data Supervisors (STG049, N=14)
- D. Junior Airborne Data Operators (GRP001, N=25)

The AFSC 116X0 personnel which make up these clusters and independent job types account for 90 percent of the total survey sample. The other 10 percent, referred to as isolates, did not merge with any of these groups because they perform a pattern of tasks that differ from the tasks performed by the identified groups above.

Two tables in this section provide various data about the clusters and independent job types listed. Table 2 displays selected background information, such as DAFSC distributions across each group, average grade, average

AFSC 116X0 SPECIALTY JOBS
(N=529)

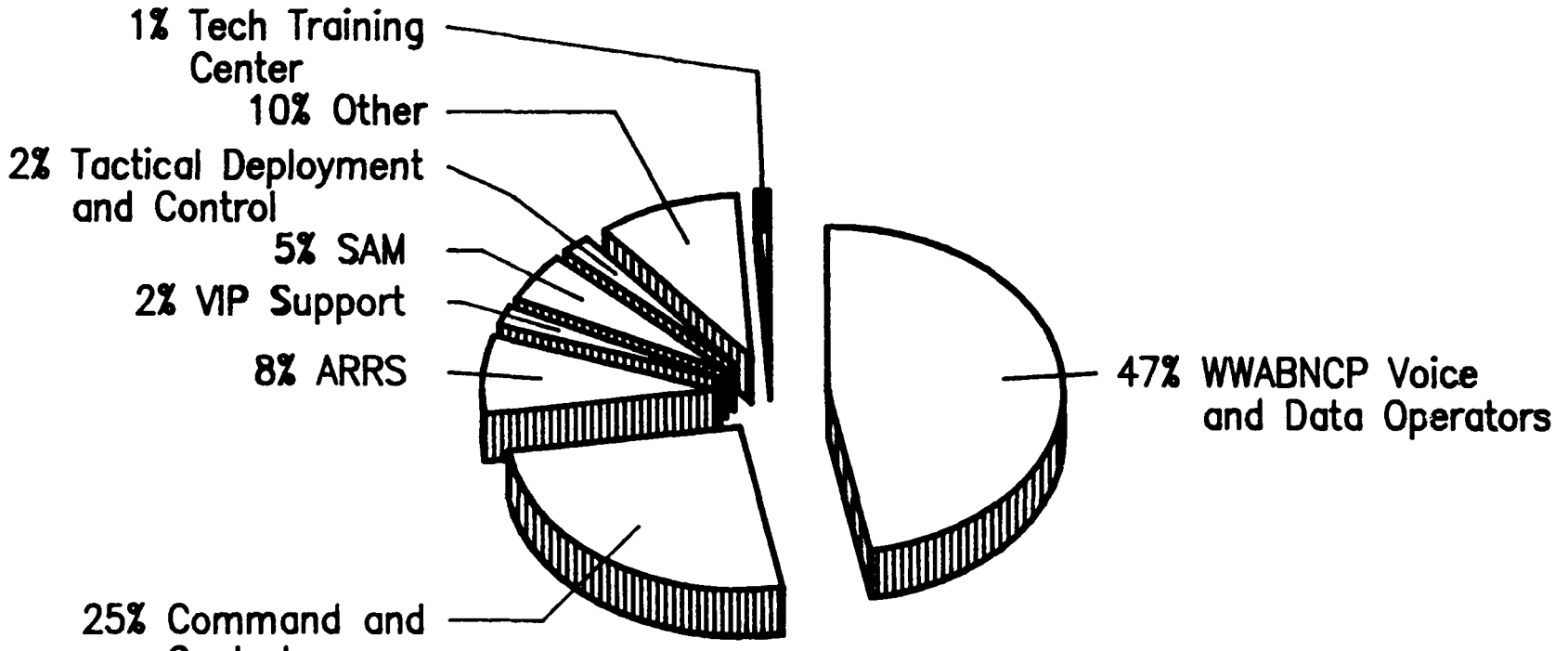

Figure 1

TABLE 2

SELECTED BACKGROUND DATA FOR 116X0 CAREER LADDER JOB AREAS

	JOB TYPES				
	SPECIAL AIR MISSION PERSONNEL IJT	VIP SUPPORT PERSONNEL IJT	ARRS PERSONNEL CLUSTER	APRS ABN VOICE FLT EXAMINERS	ARRS ABN VOICE OPERATORS
NUMBER IN GROUP	24	11	40	16	24
PERCENT OF TOTAL SAMPLE	5%	2%	8%	3%	5%
PERCENT IN CONUS	88%	64%	65%	75%	58%
DAFSC DISTRIBUTION (PERCENT RESPONDING)					
11630	*	*	3%	*	4%
11650	*	27%	40%	13%	58%
11670	83%	64%	52%	75%	38%
11690	17%	*	5%	12%	*
11600	*	9%	*	*	*
PREDOMINANT GRADES	E6-E7	E6-E7	E5-E6	E6-E7	E5
AVERAGE MONTHS IN CAREER LADDER	119	120	96	139	67
AVERAGE MONTHS IN SERVICE	192	191	154	194	126
PERCENT FIRST ENLISTMENT	*	*	*	*	*
AVERAGE NUMBER OF TASKS PERFORMED	307	151	209	286	158
MAJCOM ASSIGNMENT	MAC	MAC	MAC	MAC	MAC
AIRCRAFT ASSIGNMENT	VC20 VC135B VC137B/C	VC20 VC135C	HC130 MC130	HC130 MC130	HC130
PERCENT SUPERVISING	46%	37%	43%	50%	38%

* Indicates less than 1 percent
IJT (Independent Job Type)

TABLE 2 (CONTINUED)

SELECTED BACKGROUND DATA FOR 116X0 CAREER LADDER JOB AREAS

	JOB TYPES				
	COMMAND AND CONTROL PERSONNEL CLUSTER	AWACS PERSONNEL	ABCCC PERSONNEL	TACTICAL DEPLOYMENT CONTROL PERSONNEL IJT	TECH SCHOOL PERSONNEL IJT
NUMBER IN GROUP	137	94	43	10	5
PERCENT OF TOTAL SAMPLE	26%	18%	8%	2%	1%
PERCENT IN CONUS	83%	76%	100%	100%	100%
DAFSC DISTRIBUTION (PERCENT RESPONDING)					
11630	7%	5%	12%	*	*
11650	48%	50%	44%	50%	60%
11670	39%	39%	40%	50%	40%
11690	5%	5%	5%	*	*
11600	*	*	*	*	*
PREDOMINANT GRADES	E5-E6	E5-E6	E4-E5	E5	E5
AVERAGE MONTHS IN CAREER LADDER	66	70	58	74	76
AVERAGE MONTHS IN SERVICE	126	133	111	142	117
PERCENT FIRST ENLISTMENT	14%	7%	28%	40%	*
AVERAGE NUMBER OF TASKS PERFORMED	151	150	153	93	34
MAJCOM ASSIGNMENT	TAC ATC AFCC	TAC ATC AFCC	TAC MAC	TAC	ATC
AIRCRAFT ASSIGNMENT	E3A EC130	E3A	EC130E	HC130 EC135C/E	NONE
PERCENT SUPERVISING	31%	26%	42%	40%	*

* Indicates less than 1 percent
IJT (Independent Job Type)

TABLE 2 (CONTINUED)

SELECTED BACKGROUND DATA FOR 116X0 CAREER LADDER JOB AREAS

		JOB TYPES			
	WWABNCP VOICE AND DATA OPERATORS CLUSTER	VOICE OPERATOR PERSONNEL	DATA OPERATOR PERSONNEL	WWABNCP VOICE AND DATA SUPERVISORS	JUNIOR ABN DATA OPERATORS
NUMBER IN GROUP	256	118	86	14	25
PERCENT OF TOTAL SAMPLE	48%	22%	16%	3%	5%
PERCENT IN CONUS	80%	83%	79%	64%	50%
DAFSC DISTRIBUTION (PERCENT RESPONDING)					
11630	11%	16%	7%	-	16%
11650	56%	58%	58%	21%	76%
11670	29%	24%	35%	50%	8%
11690	2%	1%	-	14%	-
11600	1%	1%	-	14%	-
AVERAGE GRADE	E4-E5	E4-E5	E4-E5	E6-E7	E3-E4
AVERAGE MONTHS IN CAREER LADDER	51	47	49	122	32
AVERAGE MONTHS IN SERVICE	96	89	95	203	63
PERCENT FIRST ENLISTMENT	29%	30%	30%	-	40%
AVERAGE NUMBER OF TASKS PERFORMED	143	126	154	252	80
MAJCOM ASSIGNMENT	TAC AFCC PACAF USAFE	TAC AFCC PACAF USAFE	TAC AFCC PACAF USAFE	AFCC AFELM AFEUR	TAC USAFE PACAF AFCC
AIRCRAFT ASSIGNMENT	E4B EC135C/G/ H/J/L/P	E4B EC135C/G/ J/L/P	E4B EC135C/H/ J/P	EC135C	EC135C/H/J/P
PERCENT SUPERVISING	49%	50%	47%	71%	26%

- Indicates less than 1 percent

months in service (i.e., TAFMS), and percent members supervising. As an example, Table 2 shows that the Special Air Mission Personnel group has 24 members, 88 percent of whom are assigned to bases within the CONUS, and 46 percent performing some supervisory duty. Table 3 provides data on the relative time spent on each of the 16 duties for personnel in each group. For example, the Special Air Mission Personnel spend 13 percent of their time on the job performing tasks involving transmitting and receiving (Duty G).

Also included in this report is an appendix concerning the Airborne Communications Systems Operator Specialty jobs. Appendix A lists tasks commonly performed by members in each of the jobs identified. The most commonly performed tasks are selected according to high percent members performing and time spent values, though the time spent values are omitted from this appendix. Complete job descriptions, including time spent values for this survey can be found in a copy of the Analysis Extract.

Job Descriptions

I. SPECIAL AIR MISSION PERSONNEL (STG102, N=24). The 24 members of this group comprise 5 percent of the survey sample. These personnel are senior-level technicians working to provide communications in support of airlift transportation for the President, Vice President, and other high-ranking dignitaries of the United States Government. With an average grade of E-6 and averaging more than 16 years in the service, this group is mostly 7-skill level personnel (83 percent) and its members are located at Andrews AFB and Ramstein AFB. Group members are assigned to MAC units where they fly on personnel transport aircraft like the VC-137B/C models, VC-20, and VC-135B. This group performs a wide range of duties covering crew duties, inspections of both avionics and communications equipment, transmitting and receiving messages, and isolating, troubleshooting, and repairing equipment malfunctions. They are unique in that the largest portion of their job time (32 percent) is spent in isolating, troubleshooting, and repairing functions (see Table 3). Tasks most commonly performed include:

transmit and receive messages using high frequency (HF) equipment
coordinate communication traffic flow with distinguished visitors and contacts
perform preflight inspections of autopilot systems
remove and replace assemblies of HF radio systems
perform preflight inspections of inertial navigation systems (INS)
troubleshoot malfunctions within HF radio systems to subassemblies
remove and replace assemblies within autopilot systems

This group performs an average of 307 tasks, the highest number of tasks for all career ladder stucture groups. Their job is highly technical, requiring a broad knowledge of a large inventory of equipment.

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOB AREAS*

DUTIES	JOB TYPES				
	SPECIAL AIR MSN PERS IJT	VIP SPT PERS IJT	ARRS PERS CLUSTER	ARRS ABN VOICE FLT EXAMINERS	ARRS ABN VOICE OPRS
A. ORGANIZING AND PLANNING	2	3	4	5	3
B. DIRECTING AND IMPLEMENTING	2	2	3	4	3
C. INSPECTING AND EVALUATING	1	1	3	4	2
D. TRAINING	3	1	4	5	2
E. PREPARING AND MAINTAINING RECORDS, LOGS, AND FILES	4	8	5	5	6
F. SETTING UP AND MAINTAINING GROUND RADIO EQUIPMENT	1	1	1	1	1
G. TRANSMITTING AND RECEIVING	13	24	18	16	19
H. PERFORMING PREFLIGHT INSPECTIONS	20	16	26	20	30
I. PERFORMING THRUFLIGHT INSPECTIONS	5	6	3	5	2
J. PERFORMING POSTFLIGHT INSPECTIONS	3	4	3	3	3
K. ISOLATING, TROUBLESHOOTING, AND REPAIRING EQUIPMENT MALFUNCTIONS	32	7	8	9	7
L. PERFORM MISSION PLANNING	8	16	12	11	12
M. PERFORMING CREW DUTIES	5	8	8	8	7
N. PERFORMING AIR FORCE AND FLEET SATELLITE COMMUNICATIONS	1	2	-	1	*
O. PERFORMING MOBILITY FUNCTIONS	-	1	2	3	2
P. PERFORMING ALERT DUTIES	-	-	1	-	1

* Columns may not add up to 100 percent due to rounding
- Indicates less than 1 percent
IJT (Independent Job Type)

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOB AREAS*

DUTIES	COMD AND CON PERS CLUSTER	JOB TYPES		TAC DEPLOYMENT CON PERS IJT	TECH SCHOOL PERS IJT
		AWACS PERS	ABCCC PERS		
A. ORGANIZING AND PLANNING	3	2	3	4	-
B. DIRECTING AND IMPLEMENTING	2	2	2	2	10
C. INSPECTING AND EVALUATING	1	1	2	1	4
D. TRAINING	3	3	2	3	77
E. PREPARING AND MAINTAINING RECORDS, LOGS, AND FILES	5	5	5	5	5
F. SETTING UP AND MAINTAINING GROUND RADIO EQUIPMENT	2	1	2	-	-
G. TRANSMITTING AND RECEIVING	26	28	22	28	2
H. PERFORMING PREFLIGHT INSPECTIONS	19	19	21	24	-
I. PERFORMING THRUFLIGHT INSPECTIONS	6	6	6	2	-
J. PERFORMING POSTFLIGHT INSPECTIONS	3	3	5	2	-
K. ISOLATING, TROUBLESHOOTING, AND REPAIRING EQUIPMENT MALFUNCTIONS	6	5	9	2	-
L. PERFORM MISSION PLANNING	10	10	8	15	3
M. PERFORMING CREW DUTIES	8	8	10	10	-
N. PERFORMING AIR FORCE AND FLEET SATELLITE COMMUNICATIONS	1	1	1	1	-
O. PERFORMING MOBILITY FUNCTIONS	3	2	3	3	-
P. PERFORMING ALERT DUTIES	1	2	-	-	-

* Columns may not add up to 100 percent due to rounding
- Indicates less than 1 percent
IJT (Independent Job Type)

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOB AREAS*

DUTIES	WWABNCP VOICE & DATA OPRS CLUSTER	JOB TYPES			
		VOICE OPR PERS	DATA OPR PERSONNEL	WWABNCP VOICE & DATA SUPVRS	JUNIOR ABN DATA OPRS
A. ORGANIZING AND PLANNING	2	2	2	9	1
B. DIRECTING AND IMPLEMENTING	2	2	1	9	1
C. INSPECTING AND EVALUATING	2	2	1	8	1
D. TRAINING	3	3	3	3	1
E. PREPARING AND MAINTAINING RECORDS, LOGS, AND FILES	8	7	8	8	11
F. SETTING UP AND MAINTAINING GROUND RADIO EQUIPMENT	1	2	1	1	1
G. TRANSMITTING AND RECEIVING	23	27	20	18	22
H. PERFORMING PREFLIGHT INSPECTIONS	14	15	12	9	17
I. PERFORMING THRUFLIGHT INSPECTIONS	5	5	5	5	7
J. PERFORMING POSTFLIGHT INSPECTIONS	5	5	5	4	8
K. ISOLATING, TROUBLESHOOTING, AND REPAIRING EQUIPMENT MALFUNCTIONS	3	4	2	4	1
L. PERFORM MISSION PLANNING	9	10	8	9	9
M. PERFORMING CREW DUTIES	5	5	4	5	5
N. PERFORMING AIR FORCE AND FLEET SATELLITE COMMUNICATIONS	8	1	20	6	3
O. PERFORMING MOBILITY FUNCTIONS	1	1	1	1	2
P. PERFORMING ALERT DUTIES	8	10	8	3	9

* Columns may not add up to 100 percent due to rounding
- Indicates less than 1 percent

II. VIP SUPPORT PERSONNEL (STG057, N=11). Members of this group provide airlift communications support to VIPs, similar to the mission performed by Special Air Mission (SAM) Personnel. The major distinction is the VIP Support Personnel perform fewer of the tasks within Duty K (isolating, troubleshooting, and repairing equipment malfunctions). Only 7 percent of the group's job time is spent performing Duty K tasks, compared to 32 percent for the SAM Personnel (see Table 3). The group consists of 11 members (2 percent of the total sample) located at Andrews, Hickam, Hurlburt, Rhein-Main, and Offutt Air Force Bases. They are all MAC resources, with the exception of the SAC member assigned to Offutt, and the aircraft they fly on are the VC-20 and VC-135C. The average paygrade for this group is between E-6 and E-7, and the average time in career field (TICF) is 120 months, third highest for all the groups. The types of duties most commonly performed by this group include transmitting and receiving functions, some preflight inspections of secure communications equipment, mission planning, and preparing and maintaining records, logs, and files. Tasks typical of group performance include:

perform phone patches
operate airborne communication transceivers
request phone patches
transmit and receive messages using SATCOM (voice) equipment
request and receive weather reports for use other than transmission
perform preflight inspections of encryption devices
transmit position reports
coordinate communication traffic flow with distinguished visitors and contacts

Group members perform 151 tasks on average, and 37 percent indicate they are supervising 1 to 3 personnel.

III. AEROSPACE RESCUE AND RECOVERY SERVICE (ARRS) PERSONNEL CLUSTER (STG087, N=40). The 40 members of this cluster account for 8 percent of the survey sample. They are involved in search and rescue operations, aerial refueling missions, presidential support, and combat rescue operations. All members are assigned to various MAC units where they fly on HC-130 aircraft, except for two members who fly on MC-130 (Combat Talon) aircraft. There are two distinct jobs within this cluster, characterized by the function each one performs and also by the skill levels of experience. The two groups are most common in their performance of preflight inspection tasks and transmitting and receiving functions. The groups also work with some pieces of equipment unique to the ARRS specialty, such as the ARD-17 tracker and electronic direction finding (EDF) systems. Some of the tasks representative of personnel in both groups include:

perform preflight inspections of very high frequency (VHF) radios
perform preflight inspections of frequency modulation (FM) radios
perform preflight inspections of ultra high frequency (UHF) radios
perform preflight inspections of ARD-17 tracker
perform ARD-17 tracker duties
deploy survival gear (MA-1 kits)
deploy pyrotechnics
ensure completion of challenge and response checklists

Personnel in this cluster perform an average of 209 tasks, average 96 months TICF, and are mostly 5- and 7-skill level personnel.

Two jobs were identified within this cluster. The ARRS Airborne Voice Flight Examiners (STG147, N=16), are senior level personnel (paygrades E-6 thru E-7) having 139 months TICF, highest of all groups. In addition to their usual airborne communications duties, these 16 members observe and evaluate job performance of more junior airborne personnel. They develop performance standards for implementation, and also act as instructors and supervisors. They perform an average of 286 tasks, which is the second highest of all AFSC 116X0 groups. The other group in the ARRS cluster is the ARRS Airborne Voice Operators (STG094, N=24). The 24 members of this group concentrate 30 percent of their time on preflight inspection tasks (the greatest percentage for all groups). They predominantly hold paygrades of E-4 and E-5 and average 126 months total active Federal military service (TAFMS). Almost half of the group members are assigned overseas.

IV. COMMAND AND CONTROL PERSONNEL CLUSTER (STG046, N=137). The 137 members of this cluster comprise 26 percent of the survey sample. Command and control personnel provide highly mobile, on-scene control of tactical air resources. Some functions performed by these specialists include: airborne surveillance of moving targets, airborne weapons control, and command and control of aircraft through communications systems. The group spends much of their time performing transmitting and receiving operations and preflight inspections (see Table 3). Some tasks commonly performed are:

transmit and receive messages using UHF equipment
operate airborne communication transceivers
transmit and receive messages using secure communications equipment
set codes on cryptographic devices
initiate UHF Have-Quick system links
maintain UHF Have-Quick system links
operate UHF Have-Quick system links
operationally check secure communications equipment

There are two different jobs comprising this cluster, and personnel from both groups are stationed almost exclusively at worldwide TAC bases. The first group is the Airborne Warning and Control System (AWACS) Personnel (STG051). The 94 members of this group are assigned to the E-3A Sentry aircraft. They serve as the communications link between the on-scene commander and tactical air resources, providing voice and data links for use by all of the military services. The AWACS communications specialists are tasked to program, operate, troubleshoot, and maintain communications systems aboard the aircraft. The group averages 133 months TAFMS and is comprised of paygrades E-2 thru E-7. They are mostly 5- and 7-skill level personnel, having a small percentage (26 percent) of supervisors compared to most AFSC 116X0 groups, and they perform an average of 150 tasks. The second group, the Airborne Battlefield Command and Control Center (ABCCC) Personnel (STG079), has 43 members assigned to bases within the CONUS. ABCCC members work inside a communications capsule carried on the EC-130E aircraft. They operate secure voice and teletype equipment and provide the airborne battlestaff with radio communications and transmitting frequencies. Group members are assigned to Keesler AFB, hold paygrades E-2 thru E-8, and carry DAFSCs up to the 9-skill level. The average TICF for group members is 58 months, with 28 percent of them still in their first enlistment.

V. TACTICAL DEPLOYMENT CONTROL PERSONNEL (STG099, N=10). This group has 10 members comprising 2 percent of the survey sample. They are all TAC resources assigned to the 8th Tactical Deployment Control Squadron, Tinker AFB (except for 1 member who is assigned to Kirtland AFB as an HC-130 simulator instructor). These members fly on EC-135C and E model aircraft and they relay communications through the TAC commander, providing command and control of TAC and Air Force Atlantic forces during deployment operations. Group members spend more than half of their time performing preflight inspections and transmitting and receiving tasks. Table 3 also shows they spend much of their time (15 percent) with mission planning. Tasks commonly performed by group members include:

initiate phone patches
transmit position reports
transmit and receive messages using HF equipment
transmit and receive messages using UHF equipment
inventory communications security (COMSEC) materials
operationally check aircraft very high frequency (VHF) receivers
set codes on mode IV
maintain listening watch on appropriate frequencies

The group is evenly distributed across 5- and 7-skill level DAFSCs, and they hold an average paygrade of E-5. The group averages 142 months TAFMS, four of the members are in their first enlistment, and the group performs an average of 93 tasks. Though Tactical Deployment Control Personnel do the same tasks performed by many other identified groups, they are distinguished by the higher amount of time they spend performing those tasks. Some areas involving

high percent time spent values are phone patching and working with HF, UHF, and VHF equipment. A more complete listing of the tasks commonly performed by this group can be found in Appendix A.

VI. TECHNICAL TRAINING CENTER PERSONNEL (STG139, N=5). The five members of this group comprise 1 percent of the AFSC 116X0 survey sample. Four members are assigned to the 3400th Technical Training Group (TCHTG) at Keesler AFB, the other member is located at Sheppard AFB, working with the 3760th Technical Training Group. These members teach the resident course training curriculum to other AFSC 116X0s entering the airborne communications field. They are all ATC resources, spending their time instructing communications principles and procedures; writing, administering, and scoring tests; maintaining records; evaluating student progress; and counseling students. Some of the tasks performed by these five members include:

conduct resident course classroom training
score tests
administer tests
evaluate progress of resident course students
write test questions
administer ground training, such as communications security
demonstrate how to locate technical information
perform staff assistance visits

Group members are not assigned to any aircraft, so they do not perform tasks related to the operation of any aircraft equipment. Most of their time (77 percent) is spent with training functions, the rest involves directing and planning. The technical trainers perform an average of 34 tasks (lowest number for all groups), have paygrades of E-4 to E-6, and average 117 months TAFMS.

VII. WORLDWIDE AIRBORNE COMMAND POST (WWABNCP) VOICE AND DATA OPERATORS CLUSTER (STG031, N=256). This group of 256 members forms the largest cluster of the AFSC 116X0 career ladder, comprising 48 percent of the survey sample. WWABNCP is a system designed to provide command, control, and communications capabilities to the Joint Chiefs of Staff, National Command Authority, and Commanders-in-Chief (CINCs) of the various unified and specified commands. The system is designed to survive during wartime, and the WWABNCP voice and data operators are tasked to provide command staff personnel with various radio (voice) and satellite communications, allowing the commanders to maintain control of military forces worldwide. The WWABNCP system is a combination of various EC-135 and E-4B (NEACP) aircraft, assigned to many different MAJCOMs (see Table 2 for more details). Each command has a fleet of airborne command post aircraft specially equipped to perform the unique mission for that command. Most aircraft are divided into two separate sections. The voice section has radio equipment consisting of HF, VHF, and UHF circuits, switching panels, and COMSEC-related units. The data section uses radio

equipment to transmit and receive mostly low frequency (LF) and very low frequency (VLF) radio signals, though HF and UHF signals are sometimes used. In addition, satellite communications equipment, teletype units, and automatic switching devices are used in the data section.

Within this cluster, there are four distinct jobs. Two jobs are distinguished by the differing functions the job personnel perform, the other two by skill-level differences. All four groups commonly perform certain tasks pertaining to transmitting and receiving messages and radio signals, preflight inspections of aircraft equipment and systems, and alert duties. These groups also work with a few common pieces of equipment, such as HF communication devices, interphone systems, signal lamps, circuit breaker panels, and a variety of emergency-related equipment. Tasks representative of all four groups include:

perform alert crew changeover
operate airborne communication receivers
transmit and receive messages using HF equipment
perform alert aircraft changeover
perform preflight inspections of oxygen equipment
operate airborne communication transmitters
identify incoming calls using call sign list
identify alert response routes

Personnel in this cluster perform an average of 137 tasks, average 51 months TICF, and are 5- and 7-skill level personnel.

The first job (of four within this cluster) is the Voice Operator Personnel (STG045). They are a group of 118 members, mostly paygrades E-4 and E-5, and they average 89 months TAFMS. Voice operators perform more transmitting and receiving tasks (27 percent time spent) than the other WWABNCP groups. They are required to operate various HF, UHF, and VHF radio equipment, cryptographic (voice and SATCOM) units, satellite voice systems, and some amplitude modulation (AM) and FM equipment. Group members regularly use radiotelephones to make voice communications, and they follow specific calling and answering procedures, perform message authentications and message construction procedures, and coordinate information with the battlestaff commander and outside sources, using the above-mentioned equipment. This group performs an average of 126 tasks, and 50 percent indicate they perform some supervisory functions.

The second job of this cluster, the Data Operator Personnel (STG077), perform a distinctive WWABNCP function. The 86 members of this group use teletype machines, lower frequency radios, and satellites to transmit and receive messages addressed to specific communication network users. As with the voice operators, data operators must follow exact procedures for proper message transmissions. They spend 20 percent of their job time performing Air Force and Fleet satellite communications (see Table 3). This is well above the percentages shown for the other AFSC 116X0 groups. Data operators are

assigned to all EC-135 model aircraft, except for the G and L models. They perform an average of 154 tasks and are predominantly 5- and 7-skill level personnel.

The third WWABNCP cluster group is the Voice and Data Supervisors (STG049, N=14). This is a senior-level group of voice and data operators who perform less airborne communications duties than other WWABNCP groups, and more supervisory duties than any other group identified (see Table 3). These 14 members write correspondence, evaluate programs and performance standards, counsel subordinates, plan exercises, and indorse airman performance reports. They have average paygrades of E-6 to E-7 and hold skill levels through CEM Code. Group members have the highest average TAFMS in the sample (203 months) and perform an average of 252 tasks.

The final group in the WWABNCP cluster is the Junior Airborne Data Operators (GRP001). The 25 members of this group are the least experienced of all the identified groups. They average only 63 months TAFMS and have an average TICF of 32 months. The group has 40 percent of its members still in their first enlistment (see Table 2). Due to the group members' lack of experience, they do not use some of the equipment typically used by airborne data operators. The group does work with data terminals, secure jackfields, automatic send and receive devices, magnetic tape units, and some data teletype equipment. The group members also spend 11 percent of their time performing administrative functions like preparing and maintaining records, logs, and files (Duty E). They are predominantly 3- and 5- skill level personnel in paygrades E-2 thru E-6, although E-2s and E-3s comprise more than half of the group. The group performs an average of 80 tasks, a low number in comparison to the majority of the other groups identified. Fifty percent of the group is stationed overseas, and together they account for 5 percent of the survey sample.

Summary of Specialty Jobs

Three clusters (comprising eight jobs) and four independent job types were identified in the AFSC 116X0 career ladder structure analysis. All of the jobs identified in this survey involved performance of preflight inspections and transmitting and receiving functions. The jobs differed according to mission, the aircraft each group was assigned to, and the type of equipment found on the different planes. The WWABNCP cluster contained four jobs, accounting for 48 percent of the total sample. One job used mostly radiotelephone equipment, two others used satellite communications equipment, and the fourth group combined equipment operations with supervisory tasks. The Command and Control cluster was comprised of two jobs--the AWACS personnel using mostly tactical digital links and encryption devices, and the ABCCC personnel involved with capsule operations of the Have-Quick system. An Aerospace Rescue and Recovery Service (ARRS) cluster contained two distinct jobs. Both used various radios and ARD-17 tracker equipment, but the ARRS Airborne Voice Flight Examiners were also performance evaluators for the less experienced ARRS personnel. Two of the independent job types were similar in their VIP transportation duties, but the SAM personnel performed many more isolating, troubleshooting, and repairing equipment malfunctions (Duty K) tasks (32 percent time spent). Another independent job involved higher time spent

performing, transmitting, and receiving operations, and preflight inspections, in comparison to the other groups. The last job was instruction oriented, performed by Technical Training personnel.

Comparison of Current Survey to Previous Survey

The results of the specialty job analysis were compared to those of the Occupational Survey Report (OSR) AFPT 90-293-415, dated July 1981. Table 4 shows comparisons of jobs identified in both surveys. Reviewing the tasks performed by personnel in each job of the 1981 survey, it was found there were some unmatched 1987 survey groups. The current survey identified a Technical Training group and a VIP Support group, which were not found in the 1981 survey. The VIP support group is similar to the 1981 SAM Personnel group, but they do not perform as many isolating, troubleshooting, and repairing equipment malfunctions tasks (Duty I from the last survey, and Duty K in the present survey). Thus, it is apparent the SAM personnel split into two groups, the VIP Support group being less specialized than the current SAM group.

The 1981 survey shows six groups not identified in the current survey. Three of the groups had NCO and supervisory personnel who apparently merged with the current survey groups. The aircrew trainees formed with the AWACS and Airborne Command and Control Squadron units, having gained enough experience to be included in the current survey AWACS and Tactical Deployment jobs. The Special Operations Airborne Radio Operators of the past survey have become too dissimilar to form their own group. They were a group in 1981 because they performed some unique International Morse Code functions, but they now perform less of these tasks, causing their dispersal into the Tactical Deployment and ARRS personnel groups. The last 1981 group not identified in this survey was the 6594th Test Group. They have been phased out since 1981.

In summary, the career ladder structure for the AFSC 116X0 career ladder appears to have undergone some changes since 1981. The structure of jobs today tends to reflect that the career ladder has become more homogeneous over the intervening 6 years. Differences in the construction of the job inventory booklets used for the two studies account for some of the observed changes in structure. The only major job group that has been deactivated is the 6594th Test Group.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. DAFSC analysis identifies similarities and differences in task and duty performance at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the STS, reflect what career ladder personnel are actually doing in the field.

TABLE 4

JOB SPECIALTY COMPARISONS BETWEEN CURRENT AND 1981 SURVEY

CURRENT SURVEY (N=529)	PERCENT OF SAMPLE*	1981 SURVEY (N=335)	PERCENT OF SAMPLE*
SPECIAL AIR MISSION PERSONNEL (N=24)	5	SPECIAL AIR MISSIONS PERSONNEL (N=30)	9
VIP SUPPORT PERSONNEL (N=11)	2	NOT IDENTIFIED	-
ARRS AIRBORNE VOICE FLT EXAMINERS (N=16)	3	FLIGHT EXAMINERS/EVALUATORS (N=5)	1
ARRS AIRBORNE VOICE OPERATORS (N=24)	5	ARRS AIRBORNE RADIO OPERATORS (N=15)	4
ABN WNG AND CON SYS (AWACS) PERS (N=94)	18	AWACS AIRBORNE RADIO OPERATORS (N=7)	2
AIRBORNE BATTLEFIELD COMMAND AND CONTROL CENTER (ABCCC) PERSONNEL (N=43)	8	AIRBORNE BATTLEFIELD COMMAND AND CONTROL PERSONNEL (N=22)	7
TACTICAL DEPLOYMENT CONTROL PERS (N=10)	2	TACTICAL AIR COMMAND (TAC) AIRBORNE RADIO OPERATORS (N=28)	8
TECHNICAL TRAINING CENTER PERS (N=5)	1	NOT IDENTIFIED	-
VOICE OPERATOR PERSONNEL (N=118)	22	AIRBORNE COMMAND POST RADIO OPRS (N=29)	9
DATA OPERATOR PERSONNEL (N=86)	16	ABN COMD POST TELECOM PERS (N=34)	10
WWABNCP VOICE AND DATA SUPVRS (N=14)	3	AIRBORNE PLANNERS AND MANAGERS (N=6)	2
JUNIOR AIRBORNE DATA OPERATORS (N=25)	5	APPRENTICE ABN TELECOM OPRS (N=17)	5
NOT IDENTIFIED	-	ABN RADIO COMM TECHNS/SUPVRS (N=63)	19
NOT IDENTIFIED	-	AIRBORNE TRAINING NCOs (N=5)	1
NOT IDENTIFIED	-	SPECIAL OPS AIRBORNE RADIO OPRS (N=7)	2
NOT IDENTIFIED	-	AIRCREW TRAINEES (N=8)	2
NOT IDENTIFIED	-	AIRBORNE TELECOM TECHNS/SUPVRS (N=25)	7
NOT IDENTIFIED	-	6594TH TEST GROUP AIRBORNE COMMS (N=8)	2

* Columns may not add up to 100 percent due to rounding

A comparison of the duties and tasks performed across DAFSCs 11630 and 11650 indicated that, while minor differences do exist, the jobs they perform are very similar. Therefore, they will be discussed as a combined group in this report. Survey data can still be obtained, if desired, for each separate skill level.

The AFSC 116X0 career ladder shows an atypical pattern of progression as one progresses from the 3-skill level through the CEM Code skill level. As an example, Table 5 shows the majority of both 3-/5- and 7-skill level personnel were found working as WWABNCP Voice and Data Operators. Table 6 does indicate personnel are spending more of their relative time on duties involving supervisory and managerial tasks (Duties A thru D) as they move upward to the CEM Code level. It should be noted, however, that personnel in all skill levels spend the majority of their time performing technical tasks. Even at the CEM Code skill level, only 30 percent of their time is spent on the A thru D duties. Tables 7 thru 11 display representative tasks of and differences across skill level groups.

DAFSC 11630/11650: The 302 airmen in the 3- and 5-skill level group (representing 57 percent of the survey sample) performed an average of 123 tasks, with 102 tasks accounting for over 50 percent of their job time. Performing primarily technical tasks, 41 percent of their relative duty time is spent performing the full range of transmitting and receiving and preflight inspection functions (see Table 6). The group also devotes more time to performing alert duties, compared to the other skill level groups. Fifty-nine percent of this group work as WWABNCP Communications Operators, and the only specialty job where this group is not found is in the Special Air Mission Personnel job (see Table 5). Table 7 displays representative tasks performed by this group, and Table 9 shows some tasks that best differentiate the 3- and 5-skill level personnel from the 7-skill level personnel.

DAFSC 11670: The 7-skill level personnel form a group of 202 members, comprising 38 percent of the survey sample. They perform an average of 169 tasks, with 139 tasks accounting for 50 percent of their job time. The group performs a primarily technical job, covering all duties. Note that group members spend only 16 percent of their time performing supervisory duties (Duties A thru D of Table 6). Table 5 also shows the technical nature of this group, indicated by the high percentage of group members assigned to the Command and Control and WWABNCP personnel groups. These two groups have the largest number of AFSC 116X0 personnel performing technical tasks common to the career ladder. Table 8 displays some of the more representative tasks performed by 7-skill level personnel. Tasks differentiating the 7-skill level from the 9- and CEM Code skill level group are shown in Table 11. This table shows high percentages of 7-skill level members performing the supervisory tasks also performed by the 9- and CEM Code DAFSC personnel.

DAFSC 11690/11600: The members of this group comprise 5 percent of the survey sample. Most of them work as flight examiners, WWABNCP supervisors, or Command and Control personnel. The group's 25 members show only a slight increase in the performance of supervisory tasks, while the crux of their job falls into performing technical functions (see Table 6, Duties G thru M). Table 10 displays tasks commonly performed by this group.

TABLE 5

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS CAREER LADDER JOB GROUPS*

JOB GROUPS	11630/ 11650 (N=302)	11670 (N=202)	11690/ 11600 (N=25)
I. SPECIAL AIR MISSION PERSONNEL (N=24)	-	10	2
II. VIP SUPPORT PERSONNEL (N=11)	1	3	4
III. AEROSPACE RESCUE AND RECOVERY SERVICE (ARRS) PERSONNEL CLUSTER (N=40)	6	11	8
A. ARRS AIRBORNE VOICE FLIGHT EXAMINERS (N=16)	(1)	(6)	(8)
B. ARRS AIRBORNE VOICE OPERATORS (N=24)	(5)	(5)	(-)
IV. COMMAND AND CONTROL PERSONNEL CLUSTER (N=137)	25	27	28
A. AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) PERSONNEL (N=94)	(17)	(18)	(19)
B. AIRBORNE BATTLEFIELD COMMAND AND CONTROL CENTER (ABCCC) PERSONNEL (N=43)	(8)	(9)	(9)
V. TACTICAL DEPLOYMENT CONTROL PERSONNEL (N=10)	2	2	-
VI. TECHNICAL TRAINING CENTER PERSONNEL (N=5)	1	1	-
VII. WORLDWIDE AIRBORNE COMMAND POST (WWABNCP) VOICE AND DATA OPERATORS CLUSTER (N=256)	57	37	31
A. VOICE OPERATOR PERSONNEL (N=118)	(29)	(14)	(9)
B. DATA OPERATOR PERSONNEL (N=86)	(19)	(15)	(-)
C. WWABNCP VOICE AND DATA SUPERVISORS (N=14)	(1)	(3)	(16)
D. JUNIOR AIRBORNE DATA OPERATORS (N=25)	(8)	(1)	(-)
VIII. NOT GROUPED (N=52)**	9	11	12

* Columns may not add up to 100 percent due to rounding
** Those incumbents not grouping in any of the above job groups
() Indicates a group within a cluster
- Indicates less than 1 percent

TABLE 6

AVERAGE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS*

DUTY AREA	11630/ 11650 (N=302)	11670 (N=202)	11690/ 11600 (N=25)
A. ORGANIZING AND PLANNING	1	4	11
B. DIRECTING AND IMPLEMENTING	1	3	10
C. INSPECTING AND EVALUATING	1	3	6
D. TRAINING	3	6	3
E. PREPARING AND MAINTAINING RECORDS, LOGS, AND FILES	7	6	7
F. SETTING UP AND MAINTAINING GROUND RADIO EQUIPMENT	1	1	-
G. TRANSMITTING AND RECEIVING	24	20	19
H. PERFORMING PREFLIGHT INSPECTIONS	17	16	13
I. PERFORMING THRUFLIGHT INSPECTIONS	6	5	4
J. PERFORMING POSTFLIGHT INSPECTIONS	5	4	2
K. ISOLATING, TROUBLESHOOTING, AND REPAIRING EQUIPMENT MALFUNCTIONS	4	8	9
L. PERFORM MISSION PLANNING	10	10	8
M. PERFORMING CREW DUTIES	6	6	5
N. PERFORMING AIR FORCE AND FLEET SATELLITE COMMUNICATIONS	5	4	?
O. PERFORMING MOBILITY FUNCTIONS	2	1	1
P. PERFORMING ALERT DUTIES	6	3	1

* Columns may not add up to 100 percent due to rounding
- Indicates less than 1 percent

TABLE 7

REPRESENTATIVE TASKS PERFORMED BY DAFSC 11630/11650 AIRMEN
(PERCENT MEMBERS PERFORMING)

TASKS		11630/ 11650
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	82
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	82
G186	AUTHENTICATE STATIONS USING CHALLENGE AND REPLY SYSTEMS	79
L752	PARTICIPATE IN PREMISSION BRIEFINGS	78
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	76
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	76
H329	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	76
E133	INVENTORY LISTS OF CLASSIFIED DOCUMENTS	75
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	75
H383	PERFORM PREFLIGHT INSPECTIONS OF AFTO FORMS 781 (AFORMS AIRCREW/MISSION FLIGHT DATA DOCUMENT)	75
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	73
L775	SIGN OUT CLASSIFIED MATERIAL	73
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	71
L774	REVIEW FCIF	70
G216	OPERATE AIRBORNE COMMUNICATION TRANSMITTERS	70
P897	PERFORM ALERT CREW CHANGEOVER	69
L751	PARTICIPATE IN POSTMISSION BRIEFINGS	69
G195	IDENTIFY INCOMING CALLS USING CALL SIGN LIST	66
G199	INITIATE PHONE PATCHES	66
H344	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CIRCUIT BREAKER PANELS	66
G250	REQUEST PHONE PATCHES	65
H313	OPERATIONALLY CHECK SECURE COMMUNICATIONS EQUIPMENT	65
P896	PERFORM ALERT AIRCRAFT CHANGEOVER	64
L735	INVENTORY COMMUNICATION KITS	64
H351	PERFORM PREFLIGHT INSPECTIONS OF ENCRYPTION DEVICES	64
H345	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CONSOLES	63
E139	MAINTAIN COMMUNICATION KITS	63
G254	SET CODES ON CRYPTOGRAPHIC DEVICES	62
G268	TRANSMIT AND RECEIVE MESSAGES USING CURRENT CALL SIGN LIST	61
0875	MAINTAIN IMMUNIZATION RECORDS	58
E135	LOG OUTGOING MESSAGES	56
G209	MONITOR DESIGNATED INTERPHONE NETS	51

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY DAFSC 11670 AIRMEN
(PERCENT MEMBERS PERFORMING)

TASKS		11670
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	87
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	84
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	83
L752	PARTICIPATE IN PREMISSION BRIEFINGS	83
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	81
H329	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	79
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	79
L775	SIGN OUT CLASSIFIED MATERIAL	79
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	78
L751	PARTICIPATE IN POSTMISSION BRIEFINGS	78
G186	AUTHENTICATE STATIONS USING CHALLENGE AND REPLY SYSTEMS	78
G199	INITIATE PHONE PATCHES	77
H383	PERFORM PREFLIGHT INSPECTIONS OF AFTO FORMS 781 (AFORMS AIRCREW/MISSION FLIGHT DATA DOCUMENT)	77
G250	REQUEST PHONE PATCHES	74
E133	INVENTORY LISTS OF CLASSIFIED DOCUMENTS	74
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	73
L735	INVENTORY COMMUNICATION KITS	71
G216	OPERATE AIRBORNE COMMUNICATION TRANSMITTERS	70
G254	SET CODES ON CRYPTOGRAPHIC DEVICES	69
H344	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CIRCUIT BREAKER PANELS	69
L774	REVIEW FCIF	68
H320	PERFORM POWER ON PROCEDURES TO COMMUNICATION EQUIPMENT	68
H351	PERFORM PREFLIGHT INSPECTIONS OF ENCRYPTION DEVICES	67
H345	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CONSOLES	65
E130	DOCUMENT DESTRUCTION OF CLASSIFIED MATERIALS	65
H313	OPERATIONALLY CHECK SECURE COMMUNICATIONS EQUIPMENT	64
H293	OPERATIONALLY CHECK AIRCRAFT HIGH FREQUENCY (HF) TRANSCEIVERS	63
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	61
G209	MONITOR DESIGNATED INTERPHONE NETS	56
D101	ADMINISTER TESTS	50

TABLE 9

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 11630/11650 AND 11670 AIRMEN
(PERCENT MEMBERS PERFORMING)

TASKS		11630/ 11650 (N=302)	11670 (N=202)
P897	PERFORM ALERT CREW CHANGEOVER	69	44
P896	PERFORM ALERT AIRCRAFT CHANGEOVER	64	40
P899	PRACTICE ALERT (FAST) REACTION PROCEDURES	58	35
P900	PRACTICE ALERT FORCE EXERCISES	54	35
P888	IDENTIFY ALERT RESPONSE ROUTES	53	34
P895	IDENTIFY KLAXON TESTING PROCEDURES	53	32
**********			
B29	COUNSEL PERSONNEL	22	59
C70	EVALUATE COMMUNICATIONS OPERATIONS	12	51
D101	ADMINISTER TESTS	13	50
A6	DETERMINE WORK PRIORITIES	19	50
C71	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	8	47

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY DAFSC 11690 AND 11600 AIRMEN
(PERCENT MEMBERS PERFORMING)

TASKS		11690/ 11600 (N=25)
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	88
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	88
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	88
H372	PERFORM PREFLIGHT INSPECTIONS OF SECURE VOICE SYSTEMS	88
A4	DETERMINE REQUIREMENTS FOR EQUIPMENT AND SUPPLIES	84
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	84
L752	PARTICIPATE IN PREMISSION BRIEFINGS	84
G228	PERFORM PHONE PATCHES	84
G199	INITIATE PHONE PATCHES	84
A20	PLAN COMMUNICATIONS SUPPORT OF SPECIAL MISSIONS	80
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	80
G254	SET CODES ON CRYPTOGRAPHIC DEVICES	80
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	80
B64	WRITE CORRESPONDENCE	76
C70	EVALUATE COMMUNICATIONS OPERATIONS	76
A19	PLAN COMMUNICATIONS SUPPORT OF MISSION EXERCISES	76
B40	DIRECT OPERATION OF AIRBORNE COMMUNICATIONS PLATFORMS	72
A11	ESTABLISH OPERATING INSTRUCTIONS (OI)	72
A6	DETERMINE WORK PRIORITIES	72
G209	MONITOR DESIGNATED INTERPHONE NETS	68
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	68
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	68
B54	INTERPRET DIRECTIVES FOR SUBORDINATES	64
E130	DOCUMENT DESTRUCTION OF CLASSIFIED MATERIALS	64
E133	INVENTORY LISTS OF CLASSIFIED DOCUMENTS	64
B29	COUNSEL PERSONNEL	64
C95	PREPARE APR	64
B46	DRAFT RECOMMENDED CHANGES TO COMMUNICATION PUBLICATIONS	52
E151	MAINTAIN RECORDS, CORRESPONDENCE, AND REPORT FILES	52
B28	CONDUCT STAFF MEETINGS	44

TABLE 11

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 11670 AND DAFSC 11690 AND 11600 AIRMEN
(PERCENT MEMBERS PERFORMING)

TASKS		11670 (N=202)	11690/ 11600 (N=25)
D108	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	51	28
D101	ADMINISTER TESTS	50	28
D105	CONDUCT TRAINING BRIEFINGS	48	24
D100	ADMINISTER GROUND TRAINING, SUCH AS COMMUNICATIONS SECURITY	47	24
P897	PERFORM ALERT CREW CHANGEOVER	44	20
P888	IDENTIFY ALERT RESPONSE ROUTES	34	4
P893	IDENTIFY VEHICLE ASSIGNMENT	32	4
**********			
A4	DETERMINE REQUIREMENTS FOR EQUIPMENT AND SUPPLIES	45	84
A20	PLAN COMMUNICATIONS SUPPORT OF SPECIAL MISSIONS	46	80
B40	DIRECT OPERATION OF AIRBORNE COMMUNICATIONS PLATFORMS	37	72
A5	DETERMINE REQUIREMENTS FOR SPACE AND PERSONNEL	17	56
B43	DIRECT UTILIZATION OF EQUIPMENT	21	56
E151	MAINTAIN RECORDS, CORRESPONDENCE, AND REPORT FILES	17	52
A8	DEVELOP ORGANIZATIONAL CHARTS	8	44

Summary

Career ladder progression for AFSC 116X0 personnel is not clearly defined due to the highly technical nature of the jobs performed at all skill levels. Though the amount of supervisory and managerial tasks performed increases with skill level, the technical tasks continue to dominate at each skill level. Even at the CEM Code skill level, personnel spend only 30 percent of their job time doing supervisory tasks (Duties A thru D). Also noteable is the fact that those tasks differentiating one skill level from another are still performed to a substantial degree by the other skill levels.

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

The results of the job structure and skill level analyses were compared to the AFR 39-1 Specialty Descriptions for the Airborne Communications Systems Operator Specialty. A review of the specialty description for AFSCs 11630 and 11650 shows the description was well supported by the findings of this survey. Both the technical and supervisory aspects of the job are fully covered.

Analysis of the specialty description for AFSC 11670 revealed two areas lacking full support. The Special Air Mission Personnel perform some unique tasks within duties involving isolating, troubleshooting, and repairing equipment malfunctions, and preflight inspections of avionic equipment. These duties are not referenced in the specialty description for the AFSC 11670 personnel. Appendix A lists commonly performed tasks of this group, including preflight inspections (Duty H) of flight director systems, omnirange systems, glideslope and ground proximity warning systems, and more. Also, many Duty K items involving removal and replacement of various avionic and communications components are listed in the appendix. Classification personnel should look at addressing the inclusion of these duties in any revisions of AFR 39-1.

A review of the specialty description for AFSC 11690 and CEM Code 11600 revealed one performance aspect not included in AFR 39-1. The description fully covers the planning, directing, inspecting, evaluating, and managing functions of the job, but the highly technical job performed by this group has been excluded. As shown in Table 6, only 30 percent of this group's job time is spent performing supervisory types of tasks (Duties A thru D). Transmitting and receiving and preflight inspection duties, which are performed by members of all skill levels, encompass 32 percent of the job time spent for the 9-/CEM Code level job. These technical areas should be seriously considered for inclusion in AFR 39-1.

MAJCOM COMPARISONS

Duties performed by members of the different major commands were compared to determine whether job content varied as a function of MAJCOM assignment. Table 12 shows the average amount of time the different major command groups spend in each of the duties. Table 13 highlights those tasks which best differentiate between the MAJCOM groups. Table 12 reflects similar average time spent on duties for USAFE, AFCC, and PACAF MAJCOM groups. The 238 members of these three commands comprise 45 percent of the survey sample. Members of these three commands perform more alert duties (Duty P) and Air Force and Fleet satellite communications (Duty N) compared to members of TAC and MAC. Most USAFE, AFCC, and PACAF personnel are located at WWABNCP units, and they fly on E-4B and various EC-135 aircraft.

Comparing MAC personnel to the other commands, Tables 12 and 13 show these 84 members perform more preflight inspections (Duty H) and much more isolating, troubleshooting, and repairing equipment malfunctions (Duty K). Almost all MAC personnel perform jobs at Special Air Mission, VIP Support, and ARRS units.

The last MAJCOM comparison group is the 185 members (35 percent of the survey sample) of TAC. Airborne communications personnel in TAC are assigned chiefly to AWACS, ABCCC, and Tactical Deployment Control units. Unique functions of this group involve operating Tactical Digital Links (TADIL), and Have-Quick System Links. The group also spends more time practicing emergency procedures (part of Duty M) compared to the other commands (see Table 13).

TRAINING ANALYSIS

Occupational survey data provide one of several sources of information which can be used to make training programs more relevant and meaningful to first-term personnel. Factors useful for evaluating training include the description of the job being performed by first-enlistment members and their overall distribution across career ladder jobs; percentages of first-enlistment (1-48 months TAFMS) personnel performing specific tasks or using certain types of equipment; as well as TE and TD ratings (previously explained in the SURVEY METHODOLOGY section).

To assist in the evaluation of the STS and the Plan of Instruction (POI), technical school personnel from Keesler Technical Training Center matched tasks from the AFSC 116X0 job inventory to appropriate sections of the STS and POI for Course J3ABR116X0-001. This matching process allowed comparisons to those documents to be made. Computer listings displaying percent members performing tasks, STS and POI matchings, and TE and TD ratings for each task, have been sent to the technical school for review. Some of this information is presented in the pages that follow.

TABLE 12

AVERAGE TIME SPENT ON DUTIES ACROSS MAJOR COMMAND*

DUTY AREA	USAFE	AFCC	PACAF	MAC	TAC
A. ORGANIZING AND PLANNING	2	3	2	3	3
B. DIRECTING AND IMPLEMENTING	2	2	1	2	2
C INSPECTING AND EVALUATING	2	2	2	2	2
D TRAINING	3	3	3	3	3
E. PREPARING AND MAINTAINING RECORDS, LOGS, AND FILES	7	9	8	5	6
F. SETTING UP AND MAINTAINING GROUND RADIO EQUIPMENT	1	1	1	1	1
G. TRANSMITTING AND RECEIVING	21	23	23	18	25
H. PERFORMING PREFLIGHT INSPECTIONS	14	14	15	23	19
I. PERFORMING THRUFLIGHT INSPECTIONS	6	5	6	4	6
J. PERFORMING POSTFLIGHT INSPECTIONS	6	5	5	3	4
K. ISOLATING, TROUBLESHOOTING, AND REPAIRING EQUIPMENT MALFUNCTIONS	3	3	2	15	5
L. PERFORM MISSION PLANNING	9	9	8	11	10
M. PERFORMING CREW DUTIES	5	5	5	7	8
N. PERFORMING AIR FORCE AND FLEET SATELLITE COMMUNICATIONS	8	7	7	1	3
O. PERFORMING MOBILITY FUNCTIONS	4	1	1	2	2
P. PERFORMING ALERT DUTIES	8	9	11	-	2

* Columns may not add up to 100 percent due to rounding
- Indicates less than 1 percent

TABLE 13

TASKS WHICH BEST DISCRIMINATE BETWEEN MAJOR COMMAND GROUPS
(PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING				
		USAFE (N=25)	AFCC (N=177)	PACAF (N=36)	MAC (N=84)	TAC (N=185)
P897	PERFORM ALERT CREW CHANGEOVER	96	84	92	13	45
P899	PRACTICE ALERT (FAST) REACTION PROCEDURES	84	77	86	2	32
P896	PERFORM ALERT AIRCRAFT CHANGEOVER	92	82	83	10	38
P888	IDENTIFY ALERT RESPONSE ROUTES	76	77	78	5	23
P889	IDENTIFY CONFIGURATION OF ALERT AIRCRAFT	64	67	72	8	29
N851	MAINTAIN AFSATCOM WIDEBAND OPERATIONS	52	34	36	10	9
N850	MAINTAIN AFSATCOM NARROWBAND OPERATIONS	52	34	36	8	11
N857	PREPARE MESSAGES USING AFSATCOM FORMAT	52	34	33	1	8
H327	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT NAVIGATION EQUIPMENT	*	*	*	80	2
H294	OPERATIONALLY CHECK AIRCRAFT IDENTIFICATION FRIEND OR FOE (IFF) SYSTEMS	*	*	*	74	14
H365	PERFORM PREFLIGHT INSPECTIONS OF OMNIRANGE SYSTEMS (VOR)	*	*	*	71	1
H39C	PERFORM PREFLIGHT INSPECTIONS OF TACTICAL AIR NAVIGATION (TACAN) SYSTEMS	*	*	*	70	1
H348	PERFORM PREFLIGHT INSPECTIONS OF DISTANCE MEASURING EQUIPMENT (DME)	*	*	*	68	2
K713	TROUBLESHOOT MALFUNCTIONS WITHIN HF RADIO SYSTEMS TO SUBASSEMBLIES	20	23	*	64	39
K581	ISOLATE MALFUNCTIONS WITHIN VHF OMNIRANGE (VOR) SYSTEMS TO SUBASSEMBLIES	*	*	*	49	1
M805	PRACTICE ELECTRICAL FIRE PROCEDURES	44	28	25	44	71
M803	PRACTICE CRASH LANDING PROCEDURES	44	33	31	50	69
G200	INITIATE ULTRA HIGH FREQUENCIES (UHF) HAVE-QUICK SYSTEM LINKS	8	2	*	27	66
G206	MAINTAIN UHF HAVE-QUICK SYSTEM LINKS	4	3	*	26	66
G221	OPERATE UHF HAVE-QUICK SYSTEM LINKS	4	3	3	29	65
G264	TRANSMIT AND RECEIVE INFORMATION USING TACTICAL DIGITAL INFORMATION LINK (TADIL) A	*	*	*	*	48

* Indicates less than 1 percent

First-Enlistment Personnel

In this survey, there were 101 members in their first enlistment, representing 19 percent of the survey sample. The jobs performed by these members cover all of the technical aspects of the career ladder. The group does very few managerial type tasks (Duties A thru D) which is expected, but they spend at least some time performing tasks in all other duties. Most of their job encompasses transmitting and receiving messages, preflight inspections of communications equipment and aircraft systems, and mission planning for flights. A list of more commonly performed tasks is shown in Table 14, and Table 15 presents a list of equipment used by significant numbers of first-enlistment personnel. Group members use a wide variety of equipment depicting the highly technical nature of the job they perform.

No significant degree of specialization in performance of certain tasks or use of equipment was noted for first-termers. While the group performs tasks which are also performed by the experienced personnel in this specialty, there are some more unique jobs that are not performed by first-enlistment personnel. A distribution of the group across specialty jobs is presented in Figure 2. The specialty jobs where no first-enlistment personnel were found included SAM, VIP Support, and ARRS personnel, the technical school instructors, and WWABNCP supervisors. The highest percentage of first-enlistment members are concentrated in the WWABNCP voice operator specialty job. All of the WWABNCP jobs combined account for 73 percent of first-enlistment personnel jobs. This indicates that WWABNCP activities should receive a substantial degree of emphasis during first-enlistment training. There were eight individuals who did not group with any first-enlistment job groups, and they are depicted as the Other group in Figure 2.

Training Emphasis and Task Difficulty Data

TE and TD ratings are based on the judgments of experienced career ladder NCOs working in Air Force operational units. These ratings are collected to provide training personnel with a rank ordering of those tasks considered important for first-term airman training (TE ratings) and for measuring the relative difficulty of each job inventory task (TD ratings). These data, combined with percentages of first-enlistment personnel performing tasks, serves as a factor in determining whether training adjustments should be made. For example, if a task has received high TE and TD ratings, and also has a high percentage of first-term members performing, then strong recommendations can be made to emphasize training that task. For a more complete description of these ratings, see the Task Factor Administration section in SURVEY METHODOLOGY.

In this survey, the relative difficulty of each job inventory task was assessed through ratings by 32 Airborne Communications Systems Operator NCOs. Their ratings were standardized to produce a rank ordered task list with an average difficulty of 5.00 and a standard deviation of 1.00. The tasks with the highest TD ratings for AFSC 116X0 involved isolating, troubleshooting, and

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY DAFSC 116X0 AIRMEN WITH 1-48 MONTHS TAFMS (AT LEAST 30 PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING (N=101)
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	82
H329	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	81
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	78
L752	PARTICIPATE IN PREMISSION BRIEFINGS	78
G186	AUTHENTICATE STATIONS USING CHALLENGE AND REPLY SYSTEMS	77
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	76
E133	INVENTORY LISTS OF CLASSIFIED DOCUMENTS	73
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	73
P897	PERFORM ALERT CREW CHANGEOVER	71
G195	IDENTIFY INCOMING CALLS USING CALL SIGN LIST	71
G216	OPERATE AIRBORNE COMMUNICATION TRANSMITTERS	70
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	70
H383	PERFORM PREFLIGHT INSPECTIONS OF AFTO FORMS 781 (AFORMS AIRCREW/MISSION FLIGHT DATA DOCUMENT)	69
P896	PERFORM ALERT AIRCRAFT CHANGEOVER	67
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	67
L735	INVENTORY COMMUNICATION KITS	67
L751	PARTICIPATE IN POSTMISSION BRIEFINGS	67
L774	REVIEW FCIF	67
P899	PRACTICE ALERT (FAST) REACTION PROCEDURES	66
G268	TRANSMIT AND RECEIVE MESSAGES USING CURRENT CALL SIGN LIST	66
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	66
L775	SIGN OUT CLASSIFIED MATERIAL	66
H344	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CIRCUIT BREAKER PANELS	65
P888	IDENTIFY ALERT RESPONSE ROUTES	64
H320	PERFORM POWER ON PROCEDURES TO COMMUNICATION EQUIPMENT	64
E135	LOG OUTGOING MESSAGES	63
E134	LOG INCOMING MESSAGES	62
P895	IDENTIFY KLAXON TESTING PROCEDURES	62
L759	PREPARE COMMUNICATIONS KITS	61
G279	TRANSMIT AND RECEIVE TELEPHONE CALLS USING AIRBORNE SWITCHBOARDS	52

TABLE 15

EQUIPMENT USED BY FIRST-ENLISTMENT PERSONNEL
(1-48 MONTHS TAFMS)

EQUIPMENT USED	PERCENT MEMBERS RESPONDING (N=101)
INTERPHONE SYSTEMS	98
CIRCUIT BREAKER PANELS	86
HF COMMUNICATION EQUIPMENT	72
OPERATOR INTERPHONES	66
HF LIAISON RADIO, AN/ARC-190	59
UHF COMMUNICATION EQUIPMENT	58
DATA SYSTEMS	53
FM RADIOS	51
TELETYPEWRITERS	49
AUTOMATIC SEND/RECEIVE (ASR)	45
CRYPTOGRAPHIC UNITS (VOICE)	45
CRYPTOGRAPHIC UNITS (TELETYPE)	44
RECORD DATA COMMUNICATION SYSTEMS	41
MAGNETIC TAPE UNITS (MU-688)	40
UHF MULTIPLEX	39
SECURE JACKFIELD	38
WIDEBAND MODEM CONTROLS	38
FULL DUX FSK MODEM CONTROLS	37
LANDLINE SYSTEMS	36
SIGNAL LAMPS	36
COMSEC CONTROL PANELS	34
CRYPTOGRAPHIC UNITS (AFSATCOM)	33
EAM ALARM CONTROLS	33
AFSATCOM AUXILIARY PANELS	32
AFSATCOM POWER CONTROLS	32
ASR MEMORY PROTECTION	32
STAFF INTERPHONES	32
KLAXON CONTROL SYSTEMS	31
MULTI FSK MODEM CONTROLS	31
PUBLIC ADDRESS SYSTEMS	31
AM EQUIPMENT CONTROL PANELS	30
SATELLITE R/T CONTROLS	30
UHF SATELLITE COMM SYS (AFSATCOM), A	29
SUPERVISORY STATUS PANELS	29
TELEPRINTERS TT-746U (HIGH SPEED PRINTER)	29
MULTIPLEXER SETS (AN/ACC-1)	28
VHF COMMUNICATION EQUIPMENT	27
COMMAND POST SYNCHRONIZERS	27

DISTRIBUTION OF FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=101)

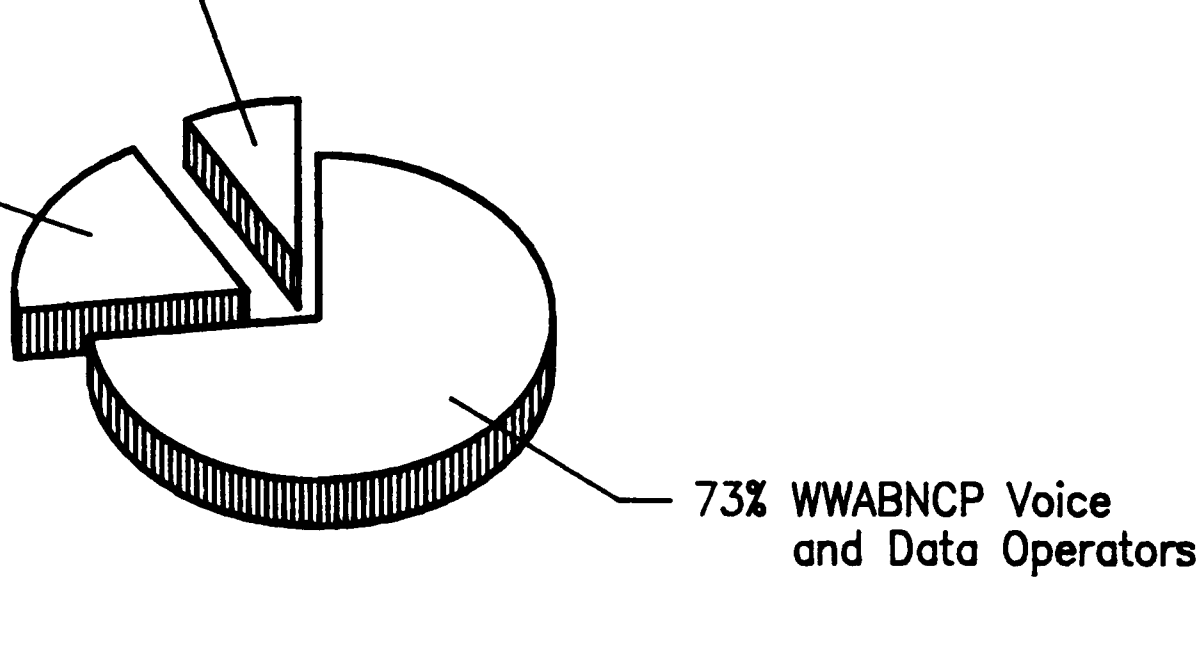

Figure 2

repairing equipment malfunctions, operating the trailing wire antenna (TWA), and MIJI reporting procedures. Areas having low TD included publications maintenance and postflight inspections.

TE ratings for this survey were collected through the responses of 43 experienced career ladder NCOs. These ratings provided rank ordering of tasks from high degree of TE to no training required. The average emphasis rating was 1.50, with a standard deviation of 1.39, so tasks receiving ratings higher than 2.89 were considered to be high emphasis items. A more complete description of these ratings can be found in the Task Factor Administration section in SURVEY METHODOLOGY.

The tasks with the highest TE ratings covered emergency procedures, cryptographic accounting, operating communications transceivers and transmitters, and authentication procedures. A complete listing of the highest TE rated tasks is found in Table 16. Most of these tasks were performed by higher percentages of 5- and 7-skill level personnel than by first-enlistment members. The percent members performing indicators for the 1-24 month TAFMS group were evenly matched with the indicators for the 1-48 month TAFMS group, suggesting there is no requirement for separate training programs between the two groups.

Specialty Training Standard (STS)

A comprehensive review of STS 116X0, dated April 1983 (including change 1), allowed STS items to be compared with survey data. The review was made with the assistance of the previously mentioned Technical Training personnel from Keesler AFB. STS paragraphs and subparagraphs containing subject-matter knowledge or general knowledge requirements were not evaluated.

The normal criterion for STS evaluation is that tasks matched to the STS be performed by at least 20 percent of the first-enlistment, 5-skill level, or 7-skill level DAFSC personnel. Based upon this criterion, the STS was found to provide fairly comprehensive coverage of the work performed by personnel in the field, although a few exceptions were noted.

Table 17 shows examples of STS elements that have matched inventory tasks with low percent member performing values and low TE ratings. One of these STS items requiring careful review involves correcting avionics equipment malfunctions (subparagraph 7d). Tasks keyed to this item are performed almost exclusively by the Special Air Mission Personnel at Andrews AFB (previously discussed in the SPECIALTY JOBS section). A review of this STS item indicated that the percent members performing tasks was very low, even at the 7-skill level. Also noted was the very low TE ratings shown for the corresponding tasks. These factors suggest that STS item 7d be reviewed for possible deletion from the STS and included in a Job Qualification Standard (JQS) for the SAM personnel.

TABLE 16

TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)

TASKS		PERCENT MEMBERS PERFORMING TST JOB (N=62)	PERCENT MEMBERS PERFORMING TST ENL (N=101)	TNG EMPH*	TASK DIFF**
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	61	66	6.28	4.79
G186	AUTHENTICATE STATIONS USING CHALLENGE AND REPLY SYSTEMS	73	77	5.93	4.30
E133	INVENTORY LISTS OF CLASSIFIED DOCUMENTS	69	73	5.84	4.38
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	66	67	5.80	4.48
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	76	76	5.70	4.23
L735	INVENTORY COMMUNICATION KITS	60	67	5.67	4.40
G199	INITIATE PHONE PATCHES	63	58	5.66	4.12
E130	DOCUMENT DESTRUCTION OF CLASSIFIED MATERIALS	53	58	5.65	4.50
G216	OPERATE AIRBORNE COMMUNICATION TRANSMITTERS	66	70	5.58	4.53
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	79	82	5.58	4.01
G254	SET CODES ON CRYPTOGRAPHIC DEVICES	42	51	5.51	4.81
E139	MAINTAIN COMMUNICATION KITS	61	63	5.40	4.76
G250	REQUEST PHONE PATCHES	63	60	5.40	4.09
M804	PRACTICE EGRESS PROCEDURES	37	40	5.40	4.86
M802	PRACTICE CABIN FIRE PROCEDURES	32	38	5.35	4.82
L775	SIGN OUT CLASSIFIED MATERIAL	61	66	5.28	4.23
M803	PRACTICE CRASH LANDING PROCEDURES	42	46	5.28	4.74
M8C6	PRACTICE EMERGENCY COMMUNICATION PROCEDURES	37	40	5.26	5.07
H351	PERFORM PREFLIGHT INSPECTIONS OF ENCRYPTION DEVICES	52	60	5.21	4.80
G284	TRANSMIT POSITION REPORTS	19	23	5.14	4.79
E135	LOG OUTGOING MESSAGES	58	63	5.12	3.25
G189	DECODE MESSAGES MANUALLY	50	50	5.12	4.79
M805	PRACTICE ELECTRICAL FIRE PROCEDURES	40	41	5.12	4.93
G204	MAINTAIN FREQUENCY DISCIPLINE OF STATION ON NET	50	51	5.09	4.48
H329	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	77	81	5.09	4.08
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	76	78	5.07	4.68
E138	MAINTAIN CIRCUIT LOGS	28	36	5.00	3.95
E134	LOG INCOMING MESSAGES	55	62	4.98	3.28
L744	MAINTAIN COMSEC MATERIALS	31	39	4.98	5.65
G228	PERFORM PHONE PATCHES	55	58	4.95	4.51

* Training Emphasis has an average of 1.5 and a Standard Deviation of 1.39
** Task Difficulty has an average of 5.0 and a Standard Deviation of 1.0

TABLE 17

EXAMPLES OF STS PERFORMANCE ELEMENTS REFLECTING LOW PERCENT MEMBERS PERFORMING TASKS
(LESS THE 20 PERCENT MEMBERS PERFORMING)

STS ELEMENTS	TASKS	PERCENT MEMBERS PERFORMING FIRST JOB (N=62)	FIRST ENL (N=101)	DAFSC 11650 (N=250)	DAFSC 11670 (N=202)	TNG EMPH*	TASK DIFF**
0076 7d.	CORRECT AVIONIC COMMUNICATIONS EQUIPMENT MALFUNCTIONS						
K627	REMOVE AND REPLACE ASSEMBLIES OF VHF RADIO SYSTEMS	-	-	1	12	.58	5.31
K628	REMOVE AND REPLACE ASSEMBLIES OF VHF/FM RADIOS	-	-	1	9	.58	5.35
K609	REMOVE AND REPLACE ASSEMBLIES OF ADF SYSTEMS	-	-	-	9	.56	5.41
K590	REMOVE AND REPLACE ASSEMBLIES OF FLIGHT INTERPHONE SYSTEMS	2	1	-	11	.51	5.19
K545	ISOLATE MALFUNCTIONS WITHIN INSTRUMENT LANDING SYSTEMS (ILS) TO SUBASSEMBLIES	-	-	3	12	.49	6.37
K543	ISOLATE MALFUNCTIONS WITHIN IDENTIFICATION FRIEND OR FOE (IFF) SYSTEMS TO SUBASSEMBLIES	-	-	3	18	.47	5.84
K682	TROUBLESHOOT MALFUNCTIONS WITHIN ELECTRICAL SWITCHING SYSTEMS TO SUBASSEMBLIES	5	4	3	7	.28	5.96
K655	REPAIR WEATHER RADAR	-	-	-	4	.00	6.73
K658	REPAIR ARD-17 TRACKERS	-	-	-	1	.00	6.42
K659	REPAIR ATC TRANSPONDERS	-	-	-	4	.00	6.88
K673	REPAIR UHF OMNIRANGE (VOR) SYSTEMS	-	-	-	5	.00	6.30
0093 8b(5).	AUXILIARY EQUIPMENT						
I411	PERFORM THRUFLIGHT INSPECTIONS OF AUXILIARY EQUIPMENT	-	2	3	6	.33	4.21
0095 8b(5)(b).	VOR						
I435	PERFORM THRUFLIGHT INSPECTIONS OF OMNIRANGE SYSTEMS (VOR)	-	-	-	6	.37	4.08
K721	TROUBLESHOOT MALFUNCTIONS WITHIN UHF OMNIRANGE (VOR) SYSTEMS TO SUBASSEMBLIES	-	-	2	14	.37	6.18
J500	PERFORM POSTFLIGHT INSPECTIONS OF OMNIRANGE SYSTEMS (VOR)	-	-	-	2	.30	3.44

TABLE 17 (CONTINUED)

EXAMPLES OF STS PERFORMANCE ELEMENTS REFLECTING LOW PERCENT MEMBERS PERFORMING TASKS
(LESS THE 20 PERCENT MEMBERS PERFORMING)

STS ELEMENTS	TASKS	PERCENT MEMBERS PERFORMING FIRST JOB (N=62)	FIRST ENL (N=101)	DAFSC 11650 (N=250)	DAFSC 11670 (N=202)	TNG EMPH*	TASK DIFF**
0097 8b(5)(c). TACAN							
K710	TROUBLESHOOT MALFUNCTIONS WITHIN DME	-	-	2	12	.30	6.21
J484	PERFORM POSTFLIGHT INSPECTIONS OF DISTANCE MEASURING EQUIPMENT (DME)	-	-	-	2	.26	3.06
J512	PERFORM POSTFLIGHT INSPECTIONS OF TACTICAL AIR NAVIGATION (TACAN) SYSTEMS	-	-	-	3	.26	3.43
0098 8b(b)(d). ILS							
J492	PERFORM POSTFLIGHT INSPECTIONS OF GLIDESLOPE SYSTEMS	-	-	-	2	.23	3.81
J496	PERFORM POSTFLIGHT INSPECTIONS OF INSTRUMENT LANDING SYSTEMS (ILS)	-	-	-	2	.23	3.89
0100 8b(6). DF/EDF							
H301	OPERATIONALLY CHECK AIRCRAFT EDF SIGNAL DISPLAY UNITS (SDU)	-	-	5	7	1.07	4.79
H300	OPERATIONALLY CHECK AIRCRAFT EDF RECIEVERS	-	-	5	7	1.07	4.42
H386	PERFORM PREFLIGHT INSPECTIONS OF ARD-17 TRACKER	-	-	7	10	.95	5.35
K571	ISOLATE MALFUNCTIONS WITHIN ARD-17 TRACKER	-	-	4	9	.86	6.50

* Training Emphasis has an average of 1.5 and a Standard Deviation of 1.39
** Task Difficulty has an average of 5.0 and a Standard Deviation of 1.0
\- Indicates less than 1 percent members performing task

Two other subparagraphs that should be considered for revision are 8b(5) and 8b(6) due to low percent members performing tasks and low TE indicators. These STS items are also indicative of the job performed by the SAM personnel, and their deletion from the STS and inclusion in a JOS for the SAM specialty job is warranted.

Some possible revisions are also suggested concerning the proficiency codings for subparagraphs 8b(1) thru 8b(4), and 8b(7) thru 8b(12). These STS areas have proficiency codes requiring only a knowledge level, but related tasks matched to these subparagraph sections showed high percent members performing across the STS target groups, and the TE and TD ratings were also high for many tasks. The survey data indicate that appropriate changes in proficiency codes should be made for these subparagraphs, to reflect performance rather than knowledge task items.

Several areas of the AFSC 116X0 STS were identified for review of 3-skill level proficiency coding by training personnel and subject-matter experts. Table 18 displays some of the data regarding these STS elements. Most of the items show proficiency codes of 2b, but the corresponding percent members performing and TE values are low. With so few 3-skill level personnel performing, initial skills training of these STS items is questionable. Also, there were no tasks matched to STS items 3a(6), 11a(1), and 11a(5), although these items had 2b proficiency codes. The data suggest a review of these items is warranted to find tasks that can be matched to them. The other possibility is to revise the codes to reflect knowledge, rather than performance proficiency level requirements.

Tasks not matched to any element of the STS are displayed in Table 19. These tasks showed at least 20 percent members performing for all STS target groups, but they were not referenced to any STS item. Note that the TE and TD ratings for many unreferenced tasks were also high, suggesting they should be included in the STS. These tasks may already fit under an STS paragraph but simply were not referenced to one, or they may be functions not currently reflected in any STS element. The data indicate a review of the STS is necessary, for the possible inclusion of these tasks in the next STS revision.

Plan of Instruction (POI)

The POI for Course J3ABR11630-001, dated 1 October 1986, was reviewed with the assistance of the technical school personnel at Keesler Technical Training Center. Job inventory tasks were matched to the POI to provide data on TE, TD, and percent first-job and first-enlistment personnel performing tasks. A review of the tasks matched to the POI indicated that most POI blocks and units of instruction were well supported, with a few exceptions. The blocks that were supported reflected matched tasks with high TE, TD, and percent members performing tasks.

Analysis showed seven POI instruction blocks not supported by survey data. These seven blocks involved teletype procedures, forms, or checklists. Table 20 displays tasks referenced to POI blocks that have less than 30 percent members performing, for first-job and first-enlistment personnel. In

TABLE 18

STS ELEMENTS REQUIRING REVIEW OF 3-SKILL LEVEL PROFICIENCY CODES

STS ELEMENT (WITH SELECTED SAMPLE TASKS)		PROF CODE	PERCENT MEMBERS PERFORMING TST JOB (N=62)	PERCENT MEMBERS PERFORMING TST ENL (N=101)	TE RATING*	TD RATING**
0075	7c. CHECK AIRBORNE ELECTRICAL SYSTEMS FOR PROPER POWER					
H320	PERFORM POWER ON PROCEDURES TO COMMUNICATION EQUIPMENT	1A/-	61	64	4.58	4.44
0128	10b. RECORD COMMUNICATIONS TRANSMISSIONS					
L764	PREPARE DD FORMS 173 (JOINT MESSAGE FORM)	2B	5	6	1.81	5.34
0131	10e. COPY BROADCASTS					
G260	TRANSCRIBE VOICE TRANSMISSIONS BY HAND	2B	16	16	2.74	5.36
0133	10g. USE APPROVED ENROUTE REPORTING PROCEDURES					
L726	CONSTRUCT HF REPORTING FORMATS	2B	5	7	1.79	4.88
0137	10h(3). SATELLITE OPERATIONS					
G277	TRANSMIT AND RECEIVE MESSAGES USING SATCOM (VOICE) EQUIPMENT	2B/B	8	14	3.35	4.87
0151	11a(8). TEST SIGNALS AND PROCEDURES					
G202	INTERPRET TYPE OF SIGNALS	2B	*	4	1.72	4.96
G203	ISOLATE LOCATION OF SIGNALS	2B	3	5	.98	5.66

* Mean TE rating is 1.50 and standard deviation is 1.39 (High TE=2.89)
** Average TD rating is 5.00

TABLE 18 (CONTINUED)

STS ELEMENTS REQUIRING REVIEW OF 3-SKILL LEVEL PROFICIENCY CODES

STS ELEMENT (WITH SELECTED SAMPLE TASKS)	PROF CODE	PERCENT MEMBERS PERFORMING 1ST JOB (N=62)	PERCENT MEMBERS PERFORMING 1ST ENL (N=101)	TE RATING*	TD RATING**
0159 11b(3). LOGKEEPING PROCEDURES					
M815 PREPARE OPERATIONAL FORMS	2B	3	7	.98	4.54
0162 11b(4)(b). VOICE					
G0251 REROUTE AIRCRAFT MOVEMENT MESSAGES	2B	*	*	1.07	4.86
0166 11b(7). MIJI REPORTING PROCEDURES					
G193 IDENTIFY CHARACTERISTICS OF ELECTRONIC EMISSIONS BY AURAL MEANS	2B	5	5	1.60	6.49

* Mean TE rating is 1.50 and standard deviation is 1.39 (High TE=2.89)
** Average TD rating is 5.00

TABLE 19

TASKS WITH MORE THAN 20 PERCENT MEMBERS PERFORMING NOT MATCHED TO STS ELEMENTS
(PERCENT MEMBERS PERFORMING)

TASKS		TNG EMP	TASK DIFF	PERCENT MEMBERS PERFORMING 1ST ENL	DAFSC 11650	DAFSC 11670
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	5.58	4.01	82	82	84
L752	PARTICIPATE IN PREMISSION BRIEFINGS	4.72	4.25	78	79	83
0875	MAINTAIN IMMUNIZATION RECORDS	4.21	3.94	59	58	53
P896	PERFORM ALERT AIRCRAFT CHANGEOVER	3.70	5.09	67	67	40
P897	PERFORM ALERT CREW CHANGEOVER	3.70	4.55	71	72	44
0886	PREPARE PERSONAL CLOTHING AND EQUIPMENT FOR DEPLOYMENT	3.60	4.77	44	46	40
L745	OBTAIN AND COORDINATE FLIGHT INFORMATION WITH THE FLIGHT CREW	3.47	5.01	28	42	57
P900	PRACTICE ALERT FORCE EXERCISES	3.44	4.98	60	57	35
J469	PERFORM POSTFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	3.42	3.29	56	49	53
G221	OPERATE UHF HAVE-QUICK SYSTEM LINKS	3.12	5.05	22	30	30
N833	COORDINATE MISSION INFORMATION WITH COMMUNICATION CREW	2.86	5.01	42	32	30
B55	INVENTORY EQUIPMENT AND SUPPLIES	2.79	4.05	39	38	43
E158	PROVIDE INPUT FOR MISSION SUMMARIES	2.77	4.66	24	26	27
H352	PERFORM PREFLIGHT INSPECTIONS OF EQUIPMENT COOLING SYSTEMS	2.53	4.21	42	34	37
N852	PERFORM NET CONTROL OPERATIONS	2.42	6.42	36	32	22
M791	LOAD BAGGAGE, CARGO, AND FOOD	2.40	3.40	55	54	66
P901	PRACTICE DISTANT RECOGNITION CODE	2.35	4.19	31	30	22
F180	TEST RECEIVER AND TRANSMITTER FREQUENCIES	2.19	4.38	29	22	27
N838	ESTABLISH COMMUNICATIONS LINKS WITH ON-STATION AIRCRAFT AND PRIMARY CONTROL CENTER	2.02	4.73	26	24	21
L740	MAINTAIN FLIGHT CREW INFORMATION FILES (FCIF)	2.00	4.86	31	22	27
A18	PLAN BRIEFINGS	1.95	5.36	28	25	41
H376	PERFORM PREFLIGHT INSPECTIONS OF STATION LIGHTS	1.88	3.03	22	33	43
N832	COORDINATE MISSION INFORMATION WITH BATTLESTAFF	1.88	5.07	33	29	26
I422	PERFORM THRUFLIGHT INSPECTIONS OF EQUIPMENT COOLING CONTROLS	1.30	3.71	33	26	21

TABLE 20

TASKS REFERENCED TO POI WITH LESS THAN 30 PERCENT MEMBERS PERFORMING

TASK		TE	TD	1ST JOB	1ST ENL
II 1A. GIVEN MULTIPLE CHOICE ITEMS USED TO FILL OUT A DD FORM 173, CORRECTLY SELECT TWELVE.					
L764	PREPARE DD FORMS 173 (JOINT MESSAGE FORM)	1.81	5.34	5	6
II 1B. GIVEN MULTIPLE CHOICE ITEMS, CORRECTLY SELECT 12 THAT IDENTIFY PROCEDURES USED TO PREPARE AIRBORNE TELETYPE MESSAGES TO TRANSMIT.					
G196	IDENTIFY MISSENT (MISROUTED) MESSAGES	2.63	3.93	10	11
II 1D. USING A TELETYPEWRITER SET, COMPLETE A FORM 173 FOR A FLASH MESSAGE WITH LESS THAN THREE ERRORS IAW JANAP 128.					
L764	PREPARE DD FORMS 173 (JOINT MESSAGE FORM)	1.81	5.34	5	6
II 2B. GIVEN A MISSION SCENARIO AND APPROPRIATE LOGS PERTAINING TO TELETYPEWRITING LOGGING PROCEDURES, CORRECTLY LOG INFORMATION WITH APPROVED CHECKLIST.					
G196	IDENTIFY MISSENT (MISROUTED) MESSAGES	2.63	3.93	10	11
II 3A. GIVEN A TRAINING POSITION, TELETYPEWRITER, LOGS, FORMS, AND SCENARIO WITH SIMULATED TELETYPE TRAFFIC, TRANSMIT AND RECEIVE MESSAGE TRAFFIC FOR A GIVEN MISSION.					
G207	MAKE SCHEDULED DATA BROADCASTS	3.47	3.75	18	23
G270	TRANSMIT AND RECEIVE MESSAGES USING JOINT FORCES OPERATING PROCEDURES	2.86	5.12	16	15
G196	IDENTIFY MISSENT (MISROUTED) MESSAGES	2.63	3.93	10	11
L764	PREPARE DD FORMS 173 (JOINT MESSAGE FORM)	1.81	5.34	5	6
H384	PERFORM PREFLIGHT INSPECTIONS OF AN/ARC-60 EQUIPMENT	1.77	4.95	16	17
J517	PERFORM POSTFLIGHT INSPECTIONS OF AN/ARC-60 EQUIPMENT	1.74	4.18	18	16
I451	PERFORM THRUFLIGHT INSPECTIONS OF AN/ARC-60 EQUIPMENT	1.40	4.16	10	12
H360	PERFORM PREFLIGHT INSPECTIONS OF INPUT/ OUTPUT DEVICES	1.14	4.48	3	10

TABLE 20 (CONTINUED)

TASKS REFERENCED TO POI WITH LESS THAN 30 PERCENT MEMBERS PERFORMING

TASK		TE	TD	1ST JOB	1ST ENL
J482	PERFORM POSTFLIGHT INSPECTIONS OF COMPUTEREZED TELETYPE WRITER SYSTEMS	.91	3.78	2	4
J495	PERFORM POSTFLIGHT INSPECTIONS OF INPUT/ OUTPUT DEVICES	.56	3.30	3	9
I430	PERFORM THRUFLIGHT INSPECTIONS OF INPUT/ OUTPUT DEVICES	.47	3.84	6	12
III 3A. GIVEN A TRAINING POSITION, APPLICABLE FORMS AND USING PRESCRIBED FORMATS AND PROCEDURES TRANSMIT 10 SIMULATED POINT-TO-POINT RADIO MESSAGES IAW THE CHECKLIST.					
G197	IMPLEMENT INTERFERENCE COUNTERMEASURES	3.44	5.56	15	15
G281	TRANSMIT INITIAL CONTACT MESSAGES	2.88	4.51	21	24
G270	TRANSMIT AND RECEIVE MESSAGES USING JOINT FORCES OPERATING PROCEDURES	2.86	5.12	16	15
G260	TRANSCRIBE VOICE TRANSMISSIONS BY HAND	2.74	5.36	16	16
III 6A. USING A TRAINING POSITION, SIMULATED FLIGHT MISSION FOLDER AND WHILE OBSERVING WORK AREA STANDARDS, TRANSMIT AND RECEIVE ALL SIMULATED AIR TO GROUND TRAFFIC IAW THE CHECKLIST.					
G284	TRANSMIT POSITION REPORTS	5.14	4.79	19	23
G237	RECEIVE AIR TRAFFIC CONTROL (ATC) CLEARANCES	4.67	4.98	6	12
E149	MAINTAIN POSITION LOGS	4.60	4.50	11	16
G247	REQUEST AND RECEIVE AIRCRAFT CLEARANCES	4.35	5.19	3	8
G246	REQUEST AND RECEIVE AIRCRAFT ADVISORIES	3.65	4.95	11	14
G197	IMPLEMENT INTERFERENCE COUNTERMEASURES	3.44	5.56	15	15
G270	TRANSMIT AND RECEIVE MESSAGES USING JOINT FORCES OPERATING PROCEDURES	2.86	5.12	16	15
G260	TRANSCRIBE VOICE TRANSMISSIONS BY HAND	2.74	5.36	16	16
G261	TRANSMIT "DO NOT ANSWER" TYPE BROADCASTS	1.91	4.21	10	13
L732	DETERMINE INTERNATIONAL CIVAL AVIATION ORGANIZATION (ICAO) HF RADIO STATIONS AND FREQUENCIES	2.91	4.64	8	9
L731	DETERMINE FIRS TO BE TRAVERSED	2.28	4.61	0	0
L726	CONSTRUCT HF REPORTING FORMATS	1.79	4.88	5	7

accordance with ATCR 52-22, and for cost effectiveness reasons, if the probability of first-enlistment performance for a POI objective falls below 30 percent, then that objective should not be taught in a resident training course without further justification. It is, therefore, recommended that the POI objectives listed below should be reviewed for substantiation:

II 1A. Given 16 multiple choice items that explain the procedures used in filling out a DD Form 173, correctly select twelve.

II 1B. Given 16 multiple choice items, correctly select twelve that identify procedures used in preparing Airborne Teletype messages for transmission.

II 1D. Using a teletypewriter set, and a completed DD Form 173 for a Flash message, type the message with no more than three errors within 10 minutes IAW JANAP 128.

II 2B. Given a mission scenario and appropriate logs pertaining to airborne teletypewriting logging procedures, correctly log all information IAW approved checklist.

II 3A. Given a training position, a teletypewriter, applicable forms, logs, and scenario with simulated teletype traffic, transmit and receive message traffic for a given mission IAW the checklist.

III 3A. Given a training position, applicable forms and using prescribed formats and procedures, transmit and receive 10 simulated point-to-point radio messages IAW the checklist.

III 6A. Using a training position, simulated flight mission folder and while observing work area standards, transmit and receive all simulated air-to-ground traffic IAW the checklist.

There were also some tasks with relatively high TE and TD ratings, and over 30 percent first enlistment members performing, that were not matched to the POI. Some of these tasks are:

inventory COMSEC equipment
inventory lists of classified documents
document destruction of classified materials
set codes on cryptographic devices
perform preflight inspections of encryption devices
perform net control operations
establish wideband nets

The high percent of first enlistment members performing and relatively high TE and TD ratings suggest that formal school training could be supported for these tasks; however, we note that, according to career ladder training managers, these tasks cannot be taught in the resident course because they involve classified material items or they must be performed while flying operational aircraft missions.

JOB SATISFACTION ANALYSIS

An important part of the OSR analysis involves the job satisfaction of members in different TAFMS groups and how they compare to the job satisfaction indicators of TAFMS groups from the previous survey. Table 21 compares expressed job interest, utilization of talents and training, and reenlistment intentions factors for the current survey and the previous survey done in 1981. Along with these data, Table 22 shows job satisfaction indicators for the AFSC 116X0 specialty jobs. An examination of these indicators may give career ladder managers a better understanding of those factors affecting job performance of airmen in the career ladder.

In general, the two tables reflect high percentages of group members responding positively to the job satisfaction indicators. What is noteable in Table 21 is the expressed job interest for all three TAFMS groups has gone up since the 1981 survey. Perceived utilization of talents and training factors showed only slight changes since 1981, with the percentages remaining high in these areas.

Table 22 reflects high percentages of favorable responses from members in most specialty jobs. The group that appeared to be least satisfied with their job was the ARRS Airborne Voice Operators (STG094). The table shows 21 percent of the group members indicated so-so job interest, and the perceived utilization of talents and training factors were lowest for all the specialty groups. One other group responding negatively to job satisfaction was the WWABNCP Voice and Data Supervisors (STG049). They also had lower utilization of talent responses than the other groups, and 21 percent indicated they will not reenlist. It is interesting to see though, that this group expressed very high job interest, which is an indication that job interest may not be the most important factor in determining whether an individual will or will not reenlist. With a couple of exceptions, the overall high percentages of positive responses shown in Tables 21 and 22 reflect a career ladder where personnel appear to be happy doing their jobs.

IMPLICATIONS

The purpose of this survey was to gather data to use for evaluating the STS and POI training documents for the AFSC 116X0 career ladder. There are several areas of these two documents requiring further review by training

TABLE 21

COMPARISON OF JOB SATISFACTION INDICATORS FOR CURRENT SURVEY AND 1981 SURVEY ACROSS TAFMS GROUPS (PERCENT MEMBERS RESPONDING)*

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1981 (N=154)	1987 (N=101)	1981 (N=53)	1987 (N=158)	1981 (N=124)	1987 (N=270)
EXPRESSED JOB INTEREST:						
INTERESTING	79	91	80	85	81	86
SO-SO	12	6	15	11	8	10
DULL	8	2	5	3	10	5
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	86	85	83	90	88	86
LITTLE OR NOT AT ALL	14	15	17	9	12	14
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	89	94	92	90	90	88
LITTLE OR NOT AT ALL	10	5	8	9	10	11
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	76	78	77	90	61	82
NO, OR PROBABLY NO	22	19	21	8	36	4
PLAN TO RETIRE	-	0	-	0	-	11

* Columns may not add up to 100 percent due to rounding
- Data was not collected on the retirement plans of those personnel surveyed in 1981

TABLE 22

JOB SATISFACTION DATA FOR CLUSTERS AND INDEPENDENT JOB TYPES
(PERCENT MEMBERS PERFORMING)*

	JOB TYPES				
	SPECIAL AIR MSN PERS (N=24)	VIP SPT PERSONNEL (N=11)	ARRS PERS CLUSTER (N=40)	ARRS ABN VOICE FLT EXAMINERS (N=16)	ARRS ABN VOICE OPRS (N=24)
EXPRESSED JOB INTEREST:					
INTERESTING	100	82	85	100	75
SO-SO	-	9	13	-	21
DULL	-	-	2	-	4
PERCEIVED UTILIZATION OF TALENTS:					
FAIRLY WELL TO PERFECTLY	92	82	88	100	79
LITTLE OR NOT AT ALL	8	9	12	-	21
PERCEIVED UTILIZATION OF TRAINING:					
FAIRLY WELL TO PERFECTLY	96	73	83	94	75
LITTLE OR NOT AT ALL	4	18	17	6	25
REENLISTMENT INTENTIONS:					
YES, OR PROBABLY YES	96	73	90	94	89
NO, OR PROBABLY NO	-	-	10	6	12
PLAN TO RETIRE	4	18	-	-	-

* Columns may not add up to 100 percent due to rounding or a lack of response
- Indicates less than 1 percent of members responding

TABLE 22 (CONTINUED)

JOB SATISFACTION DATA FOR CLUSTERS AND INDEPENDENT JOB TYPES
(PERCENT MEMBERS PERFORMING)*

	COMD AND CON PERS CLUSTER (N=137)	JOB TYPES		TACTICAL DEPLOYMENT CON PERS (N=10)	TECH SCHOOL PERSONNEL (N=5)
		AWACS PERSONNEL (N=94)	ABCCC PERSONNEL (N=43)		
EXPRESSED JOB INTEREST:					
INTERESTING	88	89	86	90	80
SO-SO	7	6	9	10	-
DULL	4	4	2	-	20
PERCEIVED UTILIZATION OF TALENTS:					
FAIRLY WELL TO PERFECTLY	87	87	86	90	80
LITTLE OR NOT AT ALL	12	13	12	10	20
PERCEIVED UTILIZATION OF TRAINING:					
FAIRLY WELL TO PERFECTLY	90	90	88	95	80
LITTLE OR NOT AT ALL	9	10	9	5	20
REENLISTMENT INTENTIONS:					
YES, OR PROBABLY YES	76	79	70	95	80
NO, OR PROBABLY NO	9	9	9	-	20
PLAN TO RETIRE	10	10	12	5	-

* Columns may not add up to 100 percent due to rounding or lack of response
- Indicates less than 1 percent of members responding

TABLE 22 (CONTINUED)

JOB SATISFACTION DATA FOR CLUSTERS AND INDEPENDENT JOB TYPES
(PERCENT MEMBERS PERFORMING)*

	WWABNCP VOICE AND DATA OPRS CLUSTER (N=256)	JOB TYPES			
		VOICE OPR PERS (N=118)	DATA OPR PERS (N=86)	WWABNCP VOICE AND DATA SUPVRS (N=14)	JUNIOR ABN DATA OPRS (N=25)
EXPRESSED JOB INTEREST:					
INTERESTING	85	80	91	93	88
SO-SO	10	14	5	-	12
DULL	5	6	3	7	-
PERCEIVED UTILIZATION OF TALENTS:					
FAIRLY WELL TO PERFECTLY	87	86	88	79	92
LITTLE OR NOT AT ALL	13	14	12	21	8
PERCEIVED UTILIZATION OF TRAINING:					
FAIRLY WELL TO PERFECTLY	93	93	93	86	92
LITTLE OR NOT AT ALL	7	7	6	14	8
REENLISTMENT INTENTIONS:					
YES, OR PROBABLY YES	84	85	88	57	88
NO, OR PROBABLY NO	10	9	9	21	8
PLAN TO RETIRE	4	5	1	14	-

* Columns may not add up to 100 percent due to rounding or lack of response
- Indicates less than 1 percent of members responding

personnel. Analysis of the AFSC 116X0 STS revealed several elements that were not supported by survey data and other elements that had inappropriate proficiency codes. The areas of primary consideration involved correcting avionics communications equipment malfunctions and operations of various airborne systems. Correspondingly, several POI objectives were discovered that did not have supportive survey data. There were also tasks not matched to these documents which were well supported by survey data, suggesting they should be included.

Overall, the AFR 39-1 specialty descriptions are supported by survey data and no major changes are recommended. Some minor adjustments for the 7- and 9-/CEM Code skill levels were suggested, however, to ensure these skill level descriptions cover the technical aspects of the jobs performed by these skill levels.

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY CAREER LADDER STRUCTURE GROUPS

TABLE A1

REPRESENTATIVE TASKS PERFORMED BY
SPECIAL AIR MISSION PERSONNEL
(STG102, N=24)

TASKS		PERCENT MEMBERS PERFORMING
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	100
M783	COORDINATE COMMUNICATION TRAFFIC FLOW WITH DISTINGUISHED VISITORS AND CONTACTS	100
G284	TRANSMIT POSITION REPORTS	100
K589	REMOVE AND REPLACE ASSEMBLIES OF FLIGHT DIRECTOR SYSTEMS	100
H293	OPERATIONALLY CHECK AIRCRAFT HIGH FREQUENCY (HF) TRANSCEIVERS	100
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	100
H335	PERFORM PREFLIGHT INSPECTIONS OF AUTOPILOT SYSTEMS	100
L775	SIGN OUT CLASSIFIED MATERIAL	100
H359	PERFORM PREFLIGHT INSPECTIONS OF INERTIAL NAVIGATION	100
K686	TROUBLESHOOT MALFUNCTIONS WITHIN FLIGHT DIRECTOR SYSTEMS	100
H357	PERFORM PREFLIGHT INSPECTIONS OF GLIDESLOPE SYSTEMS	100
H358	PERFORM PREFLIGHT INSPECTIONS OF GROUND PROXIMITY WARNING SYSTEMS	100
H305	OPERATIONALLY CHECK AIRCRAFT VHF TRANSCEIVERS	100
K618	REMOVE AND REPLACE ASSEMBLIES OF HF RADIO SYSTEMS	100
K713	TROUBLESHOOT MALFUNCTIONS WITHIN HF RADIO SYSTEMS TO SUBASSEMBLIES	100
H381	PERFORM PREFLIGHT INSPECTIONS OF WEATHER RADAR	96
H355	PERFORM PREFLIGHT INSPECTIONS OF FLIGHT DIRECTOR SYSTEMS	96
H365	PERFORM PREFLIGHT INSPECTIONS OF OMNIRANGE SYSTEMS (VOR)	96
H327	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT NAVIGATION EQUIPMENT	96
K530	ISOLATE MALFUNCTIONS WITHIN AUTOPILOT SYSTEMS TO SUBASSEMBLIES	96
K629	REMOVE AND REPLACE ASSEMBLIES WITHIN AUTOPILOT SYSTEMS	96
G199	INITIATE PHONE PATCHES	92
M796	PERFORM AIR TRAFFIC CONTROL (ATC) RADIO COMMUNICATION PROCEDURES	92
A20	PLAN COMMUNICATIONS SUPPORT OF SPECIAL MISSIONS	92
M791	LOAD BAGGAGE, CARGO, AND FOOD	88
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	88
G250	REQUEST PHONE PATCHES	83
G228	PERFORM PHONE PATCHES	83
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	83

TABLE A2

REPRESENTATIVE TASKS PERFORMED BY
VIP SUPPORT PERSONNEL
(STG057, N=11)

TASKS		PERCENT MEMBERS PERFORMING
G228	PERFORM PHONE PATCHES	100
G199	INITIATE PHONE PATCHES	100
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	100
G250	REQUEST PHONE PATCHES	100
H293	OPERATIONALLY CHECK AIRCRAFT HIGH FREQUENCY (HF) TRANSCEIVERS	100
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	100
G277	TRANSMIT AND RECEIVE MESSAGES USING SATCOM (VOICE) EQUIPMENT	100
G249	REQUEST AND RECEIVE WEATHER REPORTS FOR USE OTHER THAN TRANSMISSION	100
M791	LOAD BAGGAGE, CARGO, AND FOOD	100
L732	DETERMINE INTERNATIONAL CIVIL AVIATION ORGANIZATION (ICAO) HF RADIO STATIONS AND FREQUENCIES	100
M821	UNLOAD BAGGAGE, CARGO, AND FOOD	100
H313	OPERATIONALLY CHECK SECURE COMMUNICATIONS EQUIPMENT	100
H351	PERFORM PREFLIGHT INSPECTIONS OF ENCRYPTION DEVICES	100
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	91
G284	TRANSMIT POSITION REPORTS	91
G269	TRANSMIT AND RECEIVE MESSAGES USING INTERNATIONAL CIVIL AVIATION ORGANIZATION (ICAO) PROCEDURES	91
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	91
E133	INVENTORY LISTS OF CLASSIFIED DOCUMENTS	91
G254	SET CODES ON CRYPTOGRAPHIC DEVICES	91
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	91
L775	SIGN OUT CLASSIFIED MATERIAL	91
M783	COORDINATE COMMUNICATION TRAFFIC FLOW WITH DISTINGUISHED VISITORS AND CONTACTS	91
L735	INVENTORY COMMUNICATION KITS	91
H345	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CONSOLES	91
L745	OBTAIN AND COORDINATE FLIGHT INFORMATION WITH THE FLIGHT CREW	91
K576	ISOLATE MALFUNCTIONS WITHIN HF RADIO SYSTEMS TO SUBASSEMBLIES	91
A20	PLAN COMMUNICATIONS SUPPORT OF SPECIAL MISSIONS	82
M784	COORDINATE COMMUNICATIONS CONFIGURATION REQUIREMENTS WITH FLIGHT CREW	82
E130	DOCUMENT DESTRUCTION OF CLASSIFIED MATERIALS	82
G258	SET CODES ON MODE IV	82
H389	PERFORM PREFLIGHT INSPECTIONS OF SATCOM	82

TABLE A3

REPRESENTATIVE TASKS PERFORMED BY
AEROSPACE RESCUE AND RECOVERY SERVICE (ARRS) PERSONNEL CLUSTER
(STG087, N=40)

TASKS		PERCENT MEMBERS PERFORMING
H392	PERFORM PREFLIGHT INSPECTIONS OF VHF RADIOS	100
H387	PERFORM PREFLIGHT INSPECTIONS OF FM RADIOS	100
H391	PERFORM PREFLIGHT INSPECTIONS OF UHF RADIOS	98
G250	REQUEST PHONE PATCHES	98
H369	PERFORM PREFLIGHT INSPECTIONS OF PUBLIC ADDRESS (PA) SYSTEMS	98
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	95
H305	OPERATIONALLY CHECK AIRCRAFT VHF TRANSCEIVERS	95
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	95
G256	SET CODES ON MODE II	95
H303	OPERATIONALLY CHECK AIRCRAFT UHF TRANSCEIVERS	95
L752	PARTICIPATE IN PREMISSION BRIEFINGS	95
H326	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT FLIGHT PUBLICATIONS	95
H327	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT NAVIGATION EQUIPMENT	95
G258	SET CODES ON MODE IV	93
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	93
G199	INITIATE PHONE PATCHES	93
H386	PERFORM PREFLIGHT INSPECTIONS OF ARD-17 TRACKER	93
H293	OPERATIONALLY CHECK AIRCRAFT HIGH FREQUENCY (HF) TRANSCEIVERS	93
H356	PERFORM PREFLIGHT INSPECTIONS OF FLIGHT INTERPHONE SYSTEMS	93
H354	PERFORM PREFLIGHT INSPECTIONS OF FIXED AIRCRAFT ANTENNAS	93
H393	PERFORM PREFLIGHT INSPECTIONS OF VHF/FM RADIOS	93
G247	REQUEST AND RECEIVE AIRCRAFT CLEARANCES	93
H329	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	93
M797	PERFORM ARD-17 TRACKER DUTIES	90
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	90
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	88
H325	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT EMERGENCY RADIOS	88
H390	PERFORM PREFLIGHT INSPECTIONS OF TACTICAL AIR NAVIGATION (TACAN) SYSTEMS	85
H348	PERFORM PREFLIGHT INSPECTIONS OF DISTANCE MEASURING EQUIPMENT (DME)	83

TABLE A4

REPRESENTATIVE TASKS PERFORMED BY
ARRS AIRBORNE VOICE FLIGHT EXAMINERS
(STG147, N=16)

TASKS		PERCENT MEMBERS PERFORMING
G250	REQUEST PHONE PATCHES	100
G247	REQUEST AND RECEIVE AIRCRAFT CLEARANCES	100
H356	PERFORM PREFLIGHT INSPECTIONS OF FLIGHT INTERPHONE SYSTEMS	100
H327	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT NAVIGATION EQUIPMENT	100
H392	PERFORM PREFLIGHT INSPECTIONS OF VHF RADIOS	100
G199	INITIATE PHONE PATCHES	100
H391	PERFORM PREFLIGHT INSPECTIONS OF UHF RADIOS	100
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	100
H387	PERFORM PREFLIGHT INSPECTIONS OF FM RADIOS	100
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	100
H383	PERFORM PREFLIGHT INSPECTIONS OF AFTO FORMS 781 (AFORMS AIRCREW/MISSION FLIGHT DATA DOCUMENT)	100
L752	PARTICIPATE IN PREMISSION BRIEFINGS	100
G189	DECODE MESSAGES MANUALLY	100
E154	MAKE ENTRIES ON AFTO FORMS 781 (AFORMS AIRCREW/MISSION FLIGHT DATA DOCUMENT)	94
H354	PERFORM PREFLIGHT INSPECTIONS OF FIXED AIRCRAFT ANTENNAS	94
H303	OPERATIONALLY CHECK AIRCRAFT UHF TRANSCEIVERS	94
H305	OPERATIONALLY CHECK AIRCRAFT VHF TRANSCEIVERS	94
G249	REQUEST AND RECEIVE WEATHER REPORTS FOR USE OTHER THAN TRANSMISSION	94
L751	PARTICIPATE IN POSTMISSION BRIEFINGS	94
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	94
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	94
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	94
H296	OPERATIONALLY CHECK AIRCRAFT ULTRA HIGH FREQUENCY (UHF) RECEIVERS	94
H297	OPERATIONALLY CHECK AIRCRAFT VERY HIGH FREQUENCY (VHF) RECEIVERS	94
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	94
H320	PERFORM POWER ON PROCEDURES TO COMMUNICATION EQUIPMENT	94
L735	INVENTORY COMMUNICATION KITS	94
L731	DETERMINE FIRS TO BE TRAVERSED	88
L744	MAINTAIN COMSEC MATERIALS	88
L745	OBTAIN AND COORDINATE FLIGHT INFORMATION WITH THE FLIGHT CREW	88
C71	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	88
E159	TYPE CORRESPONDENCE	88
L774	REVIEW FCIF	86
A13	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	81

TABLE A5

REPRESENTATIVE TASKS PERFORMED BY
ARRS AIRBORNE VOICE OPERATORS
(STG094, N=24)

TASKS		PERCENT MEMBERS PERFORMING
G256	SET CODES ON MODE II	100
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	100
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	100
H326	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT FLIGHT PUBLICATIONS	100
H392	PERFORM PREFLIGHT INSPECTIONS OF VHF RADIOS TRANSCEIVERS	100
H327	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT NAVIGATION EQUIPMENT	100
H387	PERFORM PREFLIGHT INSPECTIONS OF FM RADIOS	100
H386	PERFORM PREFLIGHT INSPECTIONS OF ARD-17 TRACKER	100
G250	REQUEST PHONE PATCHES	96
G258	SET CODES ON MODE IV	96
H305	OPERATIONALLY CHECK AIRCRAFT VHF TRANSCEIVERS	96
H293	OPERATIONALLY CHECK AIRCRAFT HIGH FREQUENCY (HF)	96
M797	PERFORM ARD-17 TRACKER DUTIES	96
G237	RECEIVE AIR TRAFFIC CONTROL (ATC) CLEARANCES	92
H393	PERFORM PREFLIGHT INSPECTIONS OF VHF/FM RADIOS	92
L752	PARTICIPATE IN PREMISSION BRIEFINGS	92
H293	OPERATIONALLY CHECK AIRCRAFT HIGH FREQUENCY (HF) TRANSCEIVERS	92
H329	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	92
H354	PERFORM PREFLIGHT INSPECTIONS OF FIXED AIRCRAFT ANTENNAS	92
H393	PERFORM PREFLIGHT INSPECTIONS OF VHF/FM RADIOS	92
E154	MAKE ENTRIES ON AFTO FORMS 781 (AFORMS AIRCREW/MISSION FLIGHT DATA DOCUMENT)	88
H383	PERFORM PREFLIGHT INSPECTIONS OF AFTO FORMS 781 (AFORMS AIRCREW/MISSION FLIGHT DATA DOCUMENT)	88
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	83
H390	PERFORM PREFLIGHT INSPECTIONS OF TACTICAL AIR NAVIGATION (TACAN) SYSTEMS	88
H356	PERFORM PREFLIGHT INSPECTIONS OF FLIGHT INTERPHONE SYSTEMS	88
H291	OPERATIONALLY CHECK AIRCRAFT DIRECTION FINDERS (ADF)	88
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	83
L775	SIGN OUT CLASSIFIED MATERIAL	83
G284	TRANSMIT POSITION REPORTS	83
H348	PERFORM PREFLIGHT INSPECTIONS OF DISTANCE MEASURING EQUIPMENT (DME)	83
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	83

TABLE A6

REPRESENTATIVE TASKS PERFORMED BY
COMMAND AND CONTROL PERSONNEL CLUSTER
(STG094, N=137)

TASKS		PERCENT MEMBERS PERFORMING
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	98
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	96
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	95
G199	INITIATE PHONE PATCHES	94
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	93
M811	PRACTICE RAPID DECOMPRESSION PROCEDURES	90
G254	SET CODES ON CRYPTOGRAPHIC DEVICES	88
G228	PERFORM PHONE PATCHES	88
G250	REQUEST PHONE PATCHES	88
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	88
L752	PARTICIPATE IN PREMISSION BRIEFINGS	87
H372	PERFORM PREFLIGHT INSPECTIONS OF SECURE VOICE SYSTEMS	87
H351	PERFORM PREFLIGHT INSPECTIONS OF ENCRYPTION DEVICES	87
L775	SIGN OUT CLASSIFIED MATERIAL	86
H383	PERFORM PREFLIGHT INSPECTIONS OF AFTO FORMS 781 (AFORMS AIRCREW/MISSION FLIGHT DATA DOCUMENT)	85
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	85
G200	INITIATE ULTRA HIGH FREQUENCIES (UHF) HAVE-QUICK SYSTEM LINKS	84
G206	MAINTAIN UHF HAVE-QUICK SYSTEM LINKS	83
L751	PARTICIPATE IN POSTMISSION BRIEFINGS	82
M805	PRACTICE ELECTRICAL FIRE PROCEDURES	82
E130	DOCUMENT DESTRUCTION OF CLASSIFIED MATERIALS	82
G221	OPERATE UHF HAVE-QUICK SYSTEM LINKS	82
H344	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CIRCUIT BREAKER PANELS	80
G209	MONITOR DESIGNATED INTERPHONE NETS	80
G216	OPERATE AIRBORNE COMMUNICATION TRANSMITTERS	80
H313	OPERATIONALLY CHECK SECURE COMMUNICATIONS EQUIPMENT	80
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	79
G264	TRANSMIT AND RECEIVE INFORMATION USING TACTICAL DIGITAL INFORMATION LINK (TADIL) A	66
H290	CONFIGURE PROGRAMMING DISPLAY PANEL	66

TABLE A7

REPRESENTATIVE TASKS PERFORMED BY
AIRBORNE WARNING AND CONTROL SYSTEMS PERSONNEL
(STG057, N=94)

TASKS		PERCENT MEMBERS PERFORMING
H369	PERFORM PREFLIGHT INSPECTIONS OF PUBLIC ADDRESS (PA) SYSTEMS	99
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	98
H289	CONFIGURE BASEBAND DISTRIBUTION PANEL	98
G264	TRANSMIT AND RECEIVE INFORMATION USING TACTICAL DIGITAL INFORMATION LINK (TADIL) A	96
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	96
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	96
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	96
G186	AUTHENTICATE STATIONS USING CHALLENGE AND REPLY SYSTEMS	96
H290	CONFIGURE PROGRAMMING DISPLAY PANEL	96
G199	INITIATE PHONE PATCHES	95
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	93
G254	SET CODES ON CRYPTOGRAPHIC DEVICES	91
H319	PERFORM MISSION MAINTENANCE CHECK OF INTERCOM AND GALLEY CHIMES	91
L752	PARTICIPATE IN PREMISSION BRIEFINGS	89
H351	PERFORM PREFLIGHT INSPECTIONS OF ENCRYPTION DEVICES	89
E130	DOCUMENT DESTRUCTION OF CLASSIFIED MATERIALS	89
L775	SIGN OUT CLASSIFIED MATERIAL	88
G228	PERFORM PHONE PATCHES	88
H318	PERFORM DATA SET CONTROL OPERATIONAL READINESS TEST	88
I396	PERFORM ENROUTE POWER ON PROCEDURES TO AUX DISPLAY UNIT/DIGIT DISPLAY INDICATOR (ADU/DDI)	88
H372	PERFORM PREFLIGHT INSPECTIONS OF SECURE VOICE SYSTEMS	88
I397	PERFORM ENROUTE TIME SIGNAL PROCEDURES	87
E133	INVENTORY LISTS OF CLASSIFIED DOCUMENTS	86
G216	OPERATE AIRBORNE COMMUNICATION TRANSMITTERS	84
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	84
H291	OPERATIONALLY CHECK AIRCRAFT DIRECTION FINDERS (ADF)	84
G209	MONITOR DESIGNATED INTERPHONE NETS	82
G241	RECOGNIZE AND RESPOND TO COMPUTER GENERATED ALERTS	79
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	77
K564	ISOLATE MALFUNCTIONS WITHIN TACTICAL DIGITAL INFORMATION (TADIL) A	70

TABLE A8

REPRESENTATIVE TASKS PERFORMED BY
AIRBORNE BATTLEFIELD COMMAND AND CONTROL CENTER PERSONNEL
(STG079, N=43)

TASKS		PERCENT MEMBERS PERFORMING
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	98
M803	PRACTICE CRASH LANDING PROCEDURES	98
M805	PRACTICE ELECTRICAL FIRE PROCEDURES	98
H391	PERFORM PREFLIGHT INSPECTIONS OF UHF RADIOS	97
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	97
G206	MAINTAIN UHF HAVE-QUICK SYSTEM LINKS	95
H393	PERFORM PREFLIGHT INSPECTIONS OF VHF/FM RADIOS	95
H379	PERFORM PREFLIGHT INSPECTIONS OF TELETYPE COMMUNICATION SYSTEMS	95
M804	PRACTICE EGRESS PROCEDURES	95
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	93
H392	PERFORM PREFLIGHT INSPECTIONS OF VHF RADIOS	93
H387	PERFORM PREFLIGHT INSPECTIONS OF FM RADIOS	93
H309	OPERATIONALLY CHECK CAPSULE VHF TRANSCEIVERS	91
G200	INITIATE ULTRA HIGH FREQUENCIES (UHF) HAVE-QUICK SYSTEM LINKS	91
K712	TROUBLESHOOT MALFUNCTIONS WITHIN HAVE-QUICK SYSTEMS	91
M810	PRACTICE NORMAL AND EMERGENCY DESTRUCTION PLANS OF COMSEC MATERIAL	91
M812	PRACTICE SMOKE ELIMINATION PROCEDURES	91
G258	SET CODES ON MODE IV	91
G221	OPERATE UHF HAVE-QUICK SYSTEM LINKS	88
H307	OPERATIONALLY CHECK CAPSULE HF TRANSCEIVERS	88
H338	PERFORM PREFLIGHT INSPECTIONS OF CAPSULE CIRCUIT BREAKER PANELS	88
G273	TRANSMIT AND RECEIVE MESSAGES USING VERY HIGH FREQUENCY (VHF) EQUIPMENT	88
G285	TRANSMIT TELETYPE COMMUNICATION TRAFFIC THROUGH HF EQUIPMENT	88
H313	OPERATIONALLY CHECK SECURE COMMUNICATIONS EQUIPMENT	86
G266	TRANSMIT AND RECEIVE MESSAGES BY RADIO TELETYPE SYSTEMS	86
M799	PRACTICE AIRCRAFT DITCHING PROCEDURES	86
H372	PERFORM PREFLIGHT INSPECTIONS OF SECURE VOICE SYSTEMS	84
G254	SET CODES ON CRYPTOGRAPHIC DEVICES	81
G209	MONITOR DESIGNATED INTERPHONE NETS	77

TABLE A9

REPRESENTATIVE TASKS PERFORMED BY
TACTICAL DEPLOYMENT CONTROL PERSONNEL
(STG099, N=10)

TASKS		PERCENT MEMBERS PERFORMING
G199	INITIATE PHONE PATCHES	100
G284	TRANSMIT POSITION REPORTS	100
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	100
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	100
L752	PARTICIPATE IN PREMISSION BRIEFINGS	100
H383	PERFORM PREFLIGHT INSPECTIONS OF AFTO FORMS 781 (AFORMS AIRCREW/MISSION FLIGHT DATA DOCUMENT)	100
H369	PERFORM PREFLIGHT INSPECTIONS OF PUBLIC ADDRESS (PA) SYSTEMS	100
G250	REQUEST PHONE PATCHES	90
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	90
H296	OPERATIONALLY CHECK AIRCRAFT ULTRA HIGH FREQUENCY (UHF) RECEIVERS	90
H297	OPERATIONALLY CHECK AIRCRAFT VERY HIGH FREQUENCY (VHF) RECEIVERS	90
G258	SET CODES ON MODE IV	90
H293	OPERATIONALLY CHECK AIRCRAFT HIGH FREQUENCY (HF) TRANSCEIVERS	90
G247	REQUEST AND RECEIVE AIRCRAFT CLEARANCES	90
H356	PERFORM PREFLIGHT INSPECTIONS OF FLIGHT INTERPHONE SYSTEMS	90
L775	SIGN OUT CLASSIFIED MATERIAL	90
H391	PERFORM PREFLIGHT INSPECTIONS OF UHF RADIOS	90
H392	PERFORM PREFLIGHT INSPECTIONS OF VHF RADIOS	90
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	90
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	80
L745	OBTAIN AND COORDINATE FLIGHT INFORMATION WITH THE FLIGHT CREW	80
H329	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	80
G213	OBTAIN TIME CHECKS	80
G237	RECEIVE AIR TRAFFIC CONTROL (ATC) CLEARANCES	80
G256	SET CODES ON MODE II	80
G188	COORDINATE AIR-TO-GROUND MESSAGE TRAFFIC	70
G248	REQUEST AND RECEIVE WEATHER REPORTS FOR TRANSMISSION	70
L735	INVENTORY COMMUNICATION KITS	70
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	70
G249	REQUEST AND RECEIVE WEATHER REPORTS FOR USE OTHER THAN TRANSMISSION	60

TABLE A10

REPRESENTATIVE TASKS PERFORMED BY
TECHNICAL TRAINING CENTER PERSONNEL
(STG139, N=5)

TASKS		PERCENT MEMBERS PERFORMING
D104	CONDUCT RESIDENT COURSE CLASSROOM TRAINING	100
D126	SCORE TESTS	100
D101	ADMINISTER TESTS	100
D128	WRITE TEST QUESTIONS	100
D116	EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS	80
B029	COUNSEL PERSONNEL	80
D123	MAINTAIN TRAINING RECORDS	60
D100	ADMINISTER GROUND TRAINING, SUCH AS COMMUNICATIONS SECURITY	60
D108	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	60
D112	DEVELOP RESIDENT COURSES	60

TABLE A11

REPRESENTATIVE TASKS PERFORMED BY
WORLDWIDE AIRBORNE COMMAND POST VOICE AND DATA OPERATORS
(STG031, N=256)

TASKS		PERCENT MEMBERS PERFORMING
P897	PERFORM ALERT CREW CHANGEOVER	93
P896	PERFORM ALERT AIRCRAFT CHANGEOVER	90
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	89
G186	AUTHENTICATE STATIONS USING CHALLENGE AND REPLY SYSTEMS	87
G195	IDENTIFY INCOMING CALLS USING CALL SIGN LIST	86
P899	PRACTICE ALERT (FAST) REACTION PROCEDURES	86
H329	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	85
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	84
L752	PARTICIPATE IN PREMISSION BRIEFINGS	84
P900	PRACTICE ALERT FORCE EXERCISES	84
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	83
P888	IDENTIFY ALERT RESPONSE ROUTES	82
P894	IDENTIFY KLAXON OUT PROCEDURES	82
G268	TRANSMIT AND RECEIVE MESSAGES USING CURRENT CALL SIGN LIST	80
G216	OPERATE AIRBORNE COMMUNICATION TRANSMITTERS	80
P895	IDENTIFY KLAXON TESTING PROCEDURES	80
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	79
E133	INVENTORY LISTS OF CLASSIFIED DOCUMENTS	79
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	79
L735	INVENTORY COMMUNICATION KITS	78
L775	SIGN OUT CLASSIFIED MATERIAL	78
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	77
L751	PARTICIPATE IN POSTMISSION BRIEFINGS	76
L759	PREPARE COMMUNICATIONS KITS	75
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	75
L744	MAINTAIN COMSEC MATERIALS	74
P889	IDENTIFY CONFIGURATION OF ALERT AIRCRAFT	74
P893	IDENTIFY VEHICLE ASSIGNMENT	74
G279	TRANSMIT AND RECEIVE TELEPHONE CALLS USING AIRBORNE SWITCHBOARDS	73
H345	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CONSOLES	73

TABLE A12

REPRESENTATIVE TASKS PERFORMED BY
VOICE OPERATOR PERSONNEL
(STG045, N=118)

TASKS		PERCENT MEMBERS PERFORMING
G195	IDENTIFY INCOMING CALLS USING CALL SIGN LIST	97
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	95
G186	AUTHENTICATE STATIONS USING CHALLENGE AND REPLY SYSTEMS	95
G215	OPERATE AIRBORNE COMMUNICATION TRANSCEIVERS	94
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	94
P897	PERFORM ALERT CREW CHANGEOVER	94
G199	INITIATE PHONE PATCHES	94
G250	REQUEST PHONE PATCHES	93
G216	OPERATE AIRBORNE COMMUNICATION TRANSMITTERS	92
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	92
P896	PERFORM ALERT AIRCRAFT CHANGEOVER	91
G268	TRANSMIT AND RECEIVE MESSAGES USING CURRENT CALL SIGN LIST	89
P899	PRACTICE ALERT (FAST) REACTION PROCEDURES	89
G228	PERFORM PHONE PATCHES	89
H329	PERFORM PREFLIGHT INSPECTIONS OF AIRCRAFT OXYGEN SYSTEMS	87
P888	IDENTIFY ALERT RESPONSE ROUTES	86
P900	PRACTICE ALERT FORCE EXERCISES	86
G208	MAKE SCHEDULED VOICE BROADCASTS	84
G212	MONITOR SCHEDULED VOICE BROADCASTS	84
H293	OPERATIONALLY CHECK AIRCRAFT HIGH FREQUENCY (HF) TRANSCEIVERS	83
L735	INVENTORY COMMUNICATION KITS	81
H345	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CONSOLES	81
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	80
L741	MAINTAIN LISTENING WATCH ON APPROPRIATE FREQUENCIES	79
H391	PERFORM PREFLIGHT INSPECTIONS OF UHF RADIOS	79
P891	IDENTIFY DURESS CODE PROCEDURES	78
H296	OPERATIONALLY CHECK AIRCRAFT ULTRA HIGH FREQUENCY (UHF) RECEIVERS	77
L751	PARTICIPATE IN POSTMISSION BRIEFINGS	76
M821	UNLOAD BAGGAGE, CARGO, AND FOOD	72
G279	TRANSMIT AND RECEIVE TELEPHONE CALLS USING AIRBORNE SWITCHBOARDS	71
P892	IDENTIFY PARKING REQUIREMENTS	71
G204	MAINTAIN FREQUENCY DISCIPLINE OF STATION ON NET	69

TABLE A13

REPRESENTATIVE TASKS PERFORMED BY
DATA OPERATOR PERSONNEL
(STG077, N=86)

TASKS		PERCENT MEMBERS PERFORMING
G274	TRANSMIT AND RECEIVE MESSAGES USING AFSATCOM EQUIPMENT	99
N851	MAINTAIN AFSATCOM WIDEBAND OPERATIONS	99
H382	PERFORM PREFLIGHT INSPECTIONS OF AFSATCOM SYSTEMS	99
N857	PREPARE MESSAGES USING AFSATCOM FORMAT	99
N847	INITIATE SATELLITE COMMANDS	99
N863	TRANSMIT AFSATCOM MESSAGES	98
N850	MAINTAIN AFSATCOM NARROWBAND OPERATIONS	98
P897	PERFORM ALERT CREW CHANGEOVER	98
N859	PREPARE AFSATCOM MESSAGES FOR TRANSMISSION	97
N855	PERFORM AFSATCOM OPERATION EQUIPMENT CHECKS	97
N822	ASSUME AFSATCOM NET CONTROL	97
N843	IDENTIFY AFSATCOM FAULTS	97
E134	LOG INCOMING MESSAGES	95
E135	LOG OUTGOING MESSAGES	95
N837	ENTER CODES INTO COMMAND POST SYNCHRONIZER	95
P896	PERFORM ALERT AIRCRAFT CHANGEOVER	94
N852	PERFORM NET CONTROL OPERATIONS	93
N844	INITIATE BYPASS MODE OF OPERATIONS	91
N845	INITIATE COMMUNICATION SUPERVISORY COMMANDS	88
P899	PRACTICE ALERT (FAST) REACTION PROCEDURES	88
G288	TRANSMIT AFSATCOM TRAFFIC THROUGH UHF EQUIPMENT	87
E139	MAINTAIN COMMUNICATION KITS	87
N839	ESTABLISH WIDEBAND NETS	87
P888	IDENTIFY ALERT RESPONSE ROUTES	87
E138	MAINTAIN CIRCUIT LOGS	86
H379	PERFORM PREFLIGHT INSPECTIONS OF TELETYPE COMMUNICATION SYSTEMS	85
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	84
J516	PERFORM POSTFLIGHT INSPECTIONS OF AFSATCOM SYSTEMS	84
G268	TRANSMIT AND RECEIVE MESSAGES USING CURRENT CALL SIGN LIST	79

TABLE A14

REPRESENTATIVE TASKS PERFORMED BY
WWABNCP VOICE AND DATA SUPERVISORS
(STG049, N=14)

TASKS		PERCENT MEMBERS PERFORMING
G195	IDENTIFY INCOMING CALLS USING CALL SIGN LIST	100
B29	COUNSEL PERSONNEL	93
A19	PLAN COMMUNICATIONS SUPPORT OF MISSION EXERCISES	93
A4	DETERMINE REQUIREMENTS FOR EQUIPMENT AND SUPPLIES	93
B46	DRAFT RECOMMENDED CHANGES TO COMMUNICATION PUBLICATIONS	93
A18	PLAN BRIEFINGS	93
E133	INVENTORY LISTS OF CLASSIFIED DOCUMENTS	93
B64	WRITE CORRESPONDENCE	86
B40	DIRECT OPERATION OF AIRBORNE COMMUNICATIONS PLATFORMS	86
C70	EVALUATE COMMUNICATIONS OPERATIONS	86
C95	PREPARE APR	86
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	86
A6	DETERMINE WORK PRIORITIES	86
G216	OPERATE AIRBORNE COMMUNICATION TRANSMITTERS	86
A13	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	86
A20	PLAN COMMUNICATIONS SUPPORT OF SPECIAL MISSIONS	86
A9	DEVELOP WORK PROCEDURES	86
B48	IMPLEMENT PERSONNEL RECOGNITION PROGRAMS	86
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	86
A12	ESTABLISH ORGANIZATIONAL POLICIES	86
A11	ESTABLISH OPERATING INSTRUCTIONS (OI)	86
L769	REVIEW COMMUNICATION REQUIREMENTS FOR OPS PLANS	86
C71	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	79
A24	PLAN WORK ASSIGNMENTS	79
E159	TYPE CORRESPONDENCE	79
B54	INTERPRET DIRECTIVES FOR SUBORDINATES	71
C73	EVALUATE INDIVIDUALS FOR PROMOTION	64
G209	MONITOR DESIGNATED INTERPHONE NETS	64
C90	EVALUATE WORK SCHEDULES	64
C91	ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	57

TABLE A15

REPRESENTATIVE TASKS PERFORMED BY
JUNIOR AIRBORNE DATA OPERATORS
(GRP001, N=25)

TASKS		PERCENT MEMBERS PERFORMING
E135	LOG OUTGOING MESSAGES	96
E134	LOG INCOMING MESSAGES	92
H379	PERFORM PREFLIGHT INSPECTIONS OF TELETYPE COMMUNICATION SYSTEMS	92
H371	PERFORM PREFLIGHT INSPECTIONS OF SECURE AND NONSECURE JACKFIELDS	92
G285	TRANSMIT TELETYPE COMMUNICATION TRAFFIC THROUGH HF EQUIPMENT	84
G286	TRANSMIT TELETYPE COMMUNICATION TRAFFIC THROUGH UHF EQUIPMENT	80
P896	PERFORM ALERT AIRCRAFT CHANGEOVER	80
L752	PARTICIPATE IN PREMISSION BRIEFINGS	80
P897	PERFORM ALERT CREW CHANGEOVER	80
I446	PERFORM THRUFLIGHT INSPECTIONS OF TELETYPE COMMUNICATION SYSTEMS	80
H351	PERFORM PREFLIGHT INSPECTIONS OF ENCRYPTION DEVICES	76
H366	PERFORM PREFLIGHT INSPECTIONS OF OXYGEN EQUIPMENT	76
G276	TRANSMIT AND RECEIVE MESSAGES USING LF/VLF EQUIPMENT	76
G230	PREPARE MESSAGES USING AUTOMATED DIGITAL INFORMATION NETWORK (AUTODIN) FORMAT	76
J513	PERFORM POSTFLIGHT INSPECTIONS OF TELETYPE COMMUNICATION SYSTEMS	76
E139	MAINTAIN COMMUNICATION KITS	76
H344	PERFORM PREFLIGHT INSPECTIONS OF COMMUNICATION CIRCUIT BREAKER PANELS	72
G275	TRANSMIT AND RECEIVE MESSAGES USING HF EQUIPMENT	72
G271	TRANSMIT AND RECEIVE MESSAGES USING SECURE COMMUNICATIONS EQUIPMENT	68
G188	COORDINATE AIR-TO-GROUND MESSAGE TRAFFIC	68
E138	MAINTAIN CIRCUIT LOGS	68
J505	PERFORM POSTFLIGHT INSPECTIONS OF SECURE AND NONSECURE JACKFIELDS	68
G214	OPERATE AIRBORNE COMMUNICATION RECEIVERS	68
P899	PRACTICE ALERT (FAST) REACTION PROCEDURES	68
L736	INVENTORY COMMUNICATIONS SECURITY (COMSEC) MATERIALS	68
G278	TRANSMIT AND RECEIVE MESSAGES USING UHF EQUIPMENT	64
J517	PERFORM POSTFLIGHT INSPECTIONS OF AN/ARC-60 EQUIPMENT	64
E137	MAINTAIN CHANNEL NUMBER SHEETS	64
G266	TRANSMIT AND RECEIVE MESSAGES BY RADIO TELETYPE SYSTEMS	64
H385	PERFORM PREFLIGHT INSPECTIONS OF AN/ARC-96 EQUIPMENT	64

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